DOCUMENT RESUME

ED 093 744 SO 007 591

AUTHOR	Soltow, Martha Jane; And Others
TITLE	Women in American Labor History, 1825-1935; An Annotated Bibliography.
INSTITUTION	Michigan State Univ., East Lansing. School of Labor and Industrial Relations.; Michigan State Univ., East Lansing. Univ. Libraries.
PUB DATE	72
NOTE	156p.
AVAILABLE FROM	Research Publications, School of Labor and Industrial Relations, 402 S. Kedzie, Michigan State University, East Lansing, Michigan 48823 ($2.50)
EDRS PRICE	MF-$0.75 HC-$7.80 PLUS POSTAGE
DESCRIPTORS	*Annotated Bibliographies; *Employment; Feminism; Industrial Relations; *Labor; Labor Conditiops; Labor Education; Labor Laws; Labor Legislation; Labor Unions; Resource Materials; *United States History; Womens Studies; *Working Women

ABSTRACT

The subject of this bibliography, women in American labor history, deals with women in unions from 1825 to 1935, as well as with such topics as worker education, legislative lobbying, and the recruitment of interest groups. The termination date of the works cited in the bibliography, 1935, was chosen as a time when craft unionism began to decline and when industrial unionism gave a different dimension to women in industry. Book, journal article, monograph, pamphlet, and United States government publication citations are included; but State publications, theses, and dissertations are not. The bibliography is divided into sections on employment, trade unions, working conditions, strikes and lockouts, protective legislation, work education, labor leaders, and supportive efforts. A list of archival sources in the United States having substantial material relating to women and labor and a list of publications of the U.S. Women's Bureau through 1935 are appended. A three-part index contains a cross reference to the main section, a subject index, and an author index. (Author/KSM)

ED 093744

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY.

"PERMISSION TO REPRODUCE THIS COPYRIGHTED MATERIAL HAS BEEN GRANTED BY
Martha Jane Soltow
TO ERIC AND ORGANIZATIONS OPERATING UNDER AGREEMENTS WITH THE NATIONAL INSTITUTE OF EDUCATION. FURTHER REPRODUCTION OUTSIDE THE ERIC SYSTEM REQUIRES PERMISSION OF THE COPYRIGHT OWNER."

WOMEN IN AMERICAN LABOR HISTORY, 1825–1935.

An annotated bibliography

by
Martha Jane Soltow
Carolyn Forché
Murray Massre

SP 007 591

ED 093744

WOMEN IN AMERICAN LABOR HISTORY, 1825 - 1935; AN ANNOTATED BIBLIOGRAPHY

By

Martha Jane Soltow
Carolyn Forché
Murray Massre

School of Labor and Industrial Relations and The Libraries
Michigan State University
East Lansing, Michigan

Copyright 1972 by Michigan State University, East Lansing, Michigan

Library of Congress Catalog Card No. 72-619687

This publication may be ordered from: Research Publications, School of Labor and Industrial Relations, 402 South Kedzie, Michigan State University, East Lansing, Mi. 48823, at $2.50 per copy.

FOREWORD

The libraries of our major universities must be included among those solid institutions which we too often take for granted. They are much more than great piles of books and other records; they make available a host of indispensible services including the sorting, analyzing, and cataloging of materials so that they can be used to best advantage. To these essential functions others are often added which lend welcome aid to those who use their facilities; a good case in point being the bibliography presented herewith. It has been prepared at the library of Michigan State University under the direction of Martha Jane Soltow.

The subject of this bibliography, women in American labor history, deals with a subject of current interest and one for which no similar guide is available. Its special interest lies in that it underlines the roles women have played over the course of United States labor history. Not only did they operate the spindles of the early textile mills of New England and provide the sweated labor for the garment and artificial flower industries in New York City but also their leadership, as shown by a sampling of this study, illustrates the ability and diversity of these women. From Sarah Bagley in the 1840's to Elizabeth Gurley Flynn in recent times, they have organized and directed labor groups. Their guidance of women workers has been as timid as that of Lucy Larcum, as bold as that of Emma Goldman and Mother Jones. And

from Helen Campbell in the last century to Mary Van Kleeck and Edith Abbott in this century, they have made distinguished contributions in the recording of their own history.

Abridged bibliographies are often the most useful. The one presented in this work is, of course, deliberately limited and carefully selective. Its annotation makes it especially serviceable to the students in this field and, to a considerable extent, also to the specialist. When expertly performed, the task of the scholiast requires a combination of judgment, verity and pith--qualities abundantly present in this work.

George Rogers Taylor
George D. Olds Professor
of Economics Emeritus
Amherst College

Amherst
August, 1972

TABLE OF CONTENTS

		Page
	FOREWORD	ii
	INTRODUCTION	1
I.	EMPLOYMENT	
	A. GENERAL WORKS	3
	B. DISPLACEMENT	12
	C. SPECIFIC INDUSTRIES	17
II.	TRADE UNIONS	
	A. GENERAL WORKS	22
	B. PROBLEMS RELATING TO ORGANIZING AND UNIONIZATION	33
	C. ATTITUDES TOWARD WOMEN IN TRADE UNIONS	46
III.	WORKING CONDITIONS	
	A. GENERAL WORKS	50
	B. WAGES	62
	C. HOURS	74
IV.	STRIKES AND LOCKOUTS	78
V.	PROTECTIVE LEGISLATION	87
VI.	WORKER EDUCATION	95
VII.	LABOR LEADERS	100
VIII.	SUPPORTIVE EFFORTS	
	A. NATIONAL WOMEN'S TRADE UNION LEAGUE	106
	B. MISCELLANEOUS ORGANIZATIONS	114
	APPENDIX A. ARCHIVAL COLLECTIONS IN THE U. S. RELATING TO WOMEN AND LABOR	118
	APPENDIX B. PUBLICATIONS OF THE U. S. WOMEN'S BUREAU THROUGH 1935	133
	CROSS REFERENCE INDEX	141
	SUBJECT INDEX	143
	AUTHOR INDEX	147

INTRODUCTION

The many factors influencing the growth of the women's trade union movement necessitated extending this bibliography beyond the original intent of limiting it to women in unions. Pervasively poor working conditions, long hours and low wages nourished the fervor of the organizing effort. The accomplishments of women labor leaders ranged too widely to permit the exclusion of such topics as worker education, legislative lobbying, and the recruitment of sympathetic interest groups necessary to enforce labor's gains.

By 1935, the termination date of the bibliography, the era of craft unionism began to decline and with it the special problems and concerns undertaken here. New life was instilled into the labor movement with the advent of the Wagner Act, and the trend toward industrial unionism gave a different dimension to the aspirations of increasing numbers of women employed in industry.

Books, journal articles, monographs, pamphlets and United States government publications have been included. No attempt is made to include state publications, many of which deal with industrial safety, a topic not covered here. Also, theses and dissertations have generally been excluded.

Additional information on organizing efforts and the problems of women in trade unions can be gleaned from proceedings of labor unions and organizations, union newspapers, and other union publications. Of particular value are the proceedings of the American Federation of Labor, Knights of Labor,

National Women's Trade Union League, National Women's Party (for protective legislation), and newspapers sponsored by unions such as the Clothing Workers, the International Ladies' Garment Workers' Union, the International Laundry Workers, etc.

Appendix I provides a list of archival sources in the United States having substantial material relating to women and labor. It was compiled from information secured from about thirty major archives, as well as by using available published guides to manuscript collections. A list of publications of the U. S. Women's Bureau through 1935 is provided in the second appendix.

The index is divided into three parts. There is a cross reference index to the main section where each item, when applicable, is cross listed. For example, the National Women's Trade Union League appears under Section VIII but also in Sections II, IV, V and VI. The second index is by subject, which includes union names, persons, organizations and specific industries. There is a separate author index.

I wish to thank Dr. Jack Stieber, Director of the School of Labor and Industrial Relations, for the funds which made this bibliography possible. Also I wish to thank my two unusually able helpers - Murray Massre, a graduate assistant in history, and Carolyn Forché, an assistant in the Labor and Industrial Relations Library; they did much of the work involved in drafting the annotations.

Any omissions are my responsibility. It is hoped that they will be limited and that this bibliography will prove useful to those concerned with labor history and especially those interested in the contributions women have made.

I. EMPLOYMENT

Items in section A deal with the broader aspects of women's work. Statistics on women workers in various industries, historical accounts of employment and general problems faced by women in industry are included. Section B defines "displacement" to mean the employment of women in jobs previously held by men. Section C is differentiated from section A in that it provides statistics relating to specific industries.

A. GENERAL WORKS

1. Abbott, Edith and Sophonisba P. Breckinridge. "Employment of women in industries: Twelfth Census statistics." JOURNAL OF POLITICAL ECONOMY, 14:14-40, January, 1906.

   Using the statistics of the Twelfth Census the employment of women is discussed in relation to the following topics: "(1) the relation of the number of women gainfully employed in 1900 to that of those similarly occupied in 1890 with reference to (a) total population; (b) the male population gainfully employed; (c) the total female population; and (2) the numbers in which women are going into the various occupations, and the extent to which women compete with men." The evidence suggests that between 1890 and 1900 the number of women gainfully employed rose from 19,312,651 to 29,073,233 a rise of 32.8%. Concerning the number of occupations engaged in by women it was found that of 303 separate employments, 295 included women. The question of competition was divided into two types: "displacement", where women have monopolized certain occupations due to a greater facility common to women, or because the wages were so low that only women were willing to work (the author does not consider this true competition). True competition seldom exists since women perform the peripheral work in the well paid and highly skilled occupations, those dominated by men.

2. Abbott, Edith. "Harriet Martineau and the employment of women in 1836." JOURNAL OF POLITICAL ECONOMY, 14:614-26, December, 1906.

   A re-examination of the industrial opportunities open to women in 1836. According to Harriet Martineau, an English visitor to America in 1836, only seven occupations were open to women: "teaching, needlework, keeping boarders, work in cotton-mills, typesetting, book binding, and domestic service." Using contemporary sources of the period, the author contends that over a hundred occupations were open to women, of which the sewing trade dominated. In spite of this revolution, wages were low, so low in fact that it was still impossible for a woman to become self-sufficient. When ascertainable, figures for the number of women employed in various industries are included.

3. Adams, Elizabeth K. WOMEN PROFESSIONAL WORKERS; A STUDY MADE FOR THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION. New York, Macmillan, 1921. 467 pp.

Book deals with numerous professional jobs available to women in a variety of occupational fields. Chapter XII deals specifically with industrial and labor services. Jobs in this field are available to women in voluntary associations, public departments, employers' organizations, and labor unions. Author contends that women are of increasing importance in labor unions because of the extension of unions among unorganized women workers and the development of educational services within labor unions. The National Women's Trade Union League has helped to train women organizers through its School for Active Workers in the Labor Movement. Government agencies such as the National War Labor Administration and the Women In Industry Service also draw much of their personnel from professional women. Mary Van Kleeck and Mary Anderson are cited as professional women working in industrial services for the government.

4. Anderson, Mary. "The women workers." AMERICAN FEDERATIONIST, 32:1073-1076, November, 1925.

A discussion of the family status of working women. Compares the percentage and total amount of income contributed to the family of single sons and daughters. Includes statistics concerning what percentage of married women are sole breadwinners, what percentage of single girls live at home and the importance of the wife's income in supplementing the total family income. Generally, the working woman's income offers no margin for savings or future emergencies.

5. Barnes, E. "Women in industry." ATLANTIC MONTHLY, 110:116-124, July, 1912.

Discusses the evolution of the working woman, the importance of increased education for women, and the need for a humanization of the conditions of the work place.

6. Breckinridge, Sophonisba P. WOMEN IN THE TWENTIETH CENTURY: A STUDY OF THEIR POLITICAL, SOCIAL AND ECONOMIC ACTIVITIES. New York, McGraw-Hill, 1933. 364 pp.

Book is divided into three parts -- the social, economic, and political aspects of women up to the 1930's. The first section deals with the social organizations which women have formed and how the purposes of these organizations have changed along with women's place in the family, society, and the business world. Part two examines employment opportunities for women and how women

have responded to these opportunities. The last section discusses women as voters, office holders, and active members of party organizations. Appendix includes the Declaration of Sentiments (1848) and the 1932 Platform of the National League of Women Voters.

7. Campbell, Helen. "The working-women of today." ARENA, 4:329-339, August, 1891.

A historical summary of the working woman's place in the factory system. The first women employed in factories of New England conceived its development as a means of insuring their independence. By the end of the nineteenth century the factory system had become their oppressor. Numerous statistical sources are cited including a summary of "Workingwomen in Large Cities" published by the U. S. Bureau of Labor. The sources presented describe the poor wages, long hours and inadequate working conditions.

8. Carpenter, Elizabeth. "More truth about women in industry." NORTH AMERICAN REVIEW, 179:215-225, 1904.

A rebuttal to the F. M. Thompson article entitled "The Truth About Women in Industry" published in the North American Review (1904). The author criticizes Mrs. Thompson for her assertion that the work of women necessarily reduces the wages of men and that it breaks up the family and threatens her reproductive function.

9. Commons, John R. HISTORY OF LABOR IN THE U. S. New York, Macmillan, 1921-35. 4 vols.

No particular section deals specifically with women; however, references are made with respect to hours, factory conditions, organizations, strikes, wages, and trade union regulations dealing with women throughout volumes one and two. Accounts of Susan B. Anthony, Elizabeth Cady Stanton, Mary McDonald and Victoria Woodhull among other feminists can also be found in these volumes.

10. "Employment of women in the United States." In U. S. Industrial Commission, Report, 19:923-932, Washington, G.P.O., 1902.

Article discusses findings on women in the labor force based on the 1890 Census. More women are in the labor force; however, the participation rate for married women is nominal, only 4%. Low wages and unequal wages for equal work are cited as two of the greatest evils connected with the labor of women.

11. Gompers, Samuel. "Woman's work, rights and progress." (Editorial) AMERICAN FEDERATIONIST, 20:624-627, August, 1913.

Discusses the traditional attitudes of women in regard to factory work. Economic necessities are responsible for new attitudes concerning labor. Gompers is opposed to public and political agencies for securing industrial benefits for women workers.

12. Hard, W. I. and Rheta Childe Dorr. "Women's invasion." EVERYBODY'S MAGAZINE.

A series of articles dealing with working women:
Part I, vol. 19, November, 1908 - Women workers at the cotton mills at Fall River.
Part II, vol. 19, December, 1908 - Cheapness of female labor and the inability of early trade unions to attract women members are discussed. One reason for lack of union interest in obtaining more female members is because of their temporary or part time employment.
Part III, vol. 20, January, 1909 - Article discusses the decision of women to work in the more pleasant social environment of the department stores, rather than make higher wages in the factory. This trend toward the unorganized sector is regarded as an obstacle to trade union growth.
Part IV, vol. 20, February, 1909 - The solidarity between working class and middle class working women growing out of common disadvantages.
Part V, vol. 20, March, 1909 - Women and industrial legislation.
Part VI, vol. 20, April, 1909 - The effect of working women on home life.

13. Henry, Alice. WOMEN AND THE LABOR MOVEMENT. New York, George H. Doran, 1923. 241 pp.

Alice Henry, one time secretary of the National Women's Trade Union League writes an historical account of the development of the industrial system in the United States and its incorporation of women. Utilizing the census figures of 1929 and believing that interpretive information should be gleaned from the women workers themselves, her work examines the problem factually. Special attention is paid to the Women's Bureau, the effect of the First World War, and the complications posed by minority women and those of foreign birth.

14. Kanka, Mabel. "Women's struggle for emancipation." ONE BIG UNION MONTHLY, 12:22-23, December, 1920.

"The equal suffrage movement has been highly responsible for the bitter feud which has sprung up between men and women in the industrial as well as political field." Covers questions of women displacing men; women being paid less for same job; temporary nature of employment; discrimination in admission to unions.

15. Kelley, M. E. J. "Women and the labor movement." NORTH AMERICAN REVIEW, 166:408-417, March, 1898.

An historical summary of women in the labor movement since the beginning of the nineteenth century. The belief that working girls in the New England textile mills of the 1830's were satisfied with their work is challenged. The role of non-employed women is discussed in connection to their contribution to factory reforms for women. The growing militancy of working women is seen in strikes like that in Patterson, New Jersey and their participation in the Knights of Labor. Although the American Federation of Labor has not encouraged the membership of working women, women have nevertheless become an integral part of the labor movement.

16. MacLean, Annie Marion. WOMEN WORKERS AND SOCIETY. Chicago, A. C. McClurg, 1916. 135 pp.

As nearly eight million women joined the forces of wage earning labor, a distinct correlation emerged between their potential power, their present condition and their prospective franchise. This work studies the history of factory labor and explores the life style of women workers: their attitudes and economic conditions. Labor legislation proposed or enacted to vitalize the power and endow the rights of the laborer are enumerated. Health, housing and recreational opportunities are studied and the sociological ramifications of mass industrial labor are given editorial document.

17. Miller, Frieda S. "Women's place -- what will determine it?" AMERICAN FEDERATIONIST, 39:287-290, March, 1932.

Discusses the concern in labor circles that the unemployment accompanying the depression will revive old prejudices toward the working woman. Statistics showing the great increase of women

in non-agricultural employment, their expansion into many new occupations, and the vast social and economic changes affecting women are presented as proof of the irreversible trend of women in industry.

18. Nestor, Agnes. "The Women's Industrial Conference." AMERICAN FEDERATIONIST, 33:296-304, March, 1926.

A national conference attended by representatives of business, labor, government and a host of women's organizations. Different views were expressed concerning the problems of working women. The representative of the National Manufacturers' Association accused women of being the dupes for foreign governments, especially the Soviet Union. Frequent disturbances erupted as representatives of the Women's Party protested any motion to support industrial legislation for women.

19. Obenauer, Marie L. "What is the United States Bureau of Labor Statistics doing for women in industry." LIFE AND LABOR, 6:67-70, May, 1916.

A report on the progress made by the U. S. Bureau of Labor Statistics on behalf of working women. According to the report, legislation affecting women depends on the state's power to protect the maternal functions of women and hence is more directly dependent on public sentiment. The function of the Bureau: to collect data on the industrial conditions affecting working women, originated from the investigations conducted by the Women's Trade Union League and other female organizations. It was the efforts of these organizations which awakened the public to the need for "a continuous and coherent prosecution of women in industry studies."

20. Pidgeon, Mary Elizabeth. WOMEN IN INDUSTRY: A SERIES OF PAPERS TO AID STUDY GROUPS. Washington, Govt. Print. Off., 1938. (Women's Bureau Bulletin No. 164) 85 pp.

Pamphlet is a series of ten sections dealing with women wage earners. Sections include: married women workers, unemployment among women, hours and conditions of work, and women's wages. Of special interest are the chapters dealing with labor legislation and women in the industrial and labor world. The former examines reasons for and

types and effects of labor legislation on women workers. The latter discusses women in "masculine" occupations, as officials, and managers, and as members and leaders in labor organizations. An appendix of publications by the Women's Bureau is also included.

21. "Protest of the working women of New York." SURVEY, 31:605-606, February 14, 1914.

A number of unemployed women of New York City assembled at a meeting sponsored by the Women's Trade Union League. Many women in the audience gave testimony of the problems they faced as unemployed women. The speakers attacked capitalist ownership, child labor and excessive hours of work as the causes of unemployment. The meeting closed with a resolution demanding that the state and city authorities provide work for the unemployed.

22. Schreiner, Olive. WOMEN AND LABOR. New York, Frederick A. Stokes Company, 1911. 299 pp.

A discussion of the relations existing between women and labor. The unrest experienced by employed women is attributed to the feeling of "parasitism" of those still performing domestic functions in the home and those employed in industry who are still treated as inferiors. The author suggests that what women demand is the right to labor under equal terms with men.

23. "Senate bill 5408." LIFE AND LABOR, 6:70, May, 1916.

Senate Bill 5408 introduced by Senator Jones of Washington provides for a Women's Division in the Department of Labor, which will be empowered to investigate and report on all "matters pertaining to the welfare of wage-earning women." Of special interest is a clause calling for an investigation into the competitive influence of women in several industries, and the effects of "modern industrial mechanisms and managment" on the "physical and nervous organization of women."

24. Smith, Ethel M. "At last--a national women's labor bureau. LIFE AND LABOR, 7:159-160, August, 1918.

Accounts the establishment of a Women's Bureau in the United States Department of Labor, to be known as the Women-In-Industry Service.

Mary Van Kleeck and Mary Anderson were appointed as its heads. Included in their range of projects for utilizing appropriations was a plan for encouraging women to influence their state legislatures on behalf of women trade workers' needs.

25. Sumner, Helen L. HISTORY OF WOMEN IN INDUSTRY IN THE UNITED STATES. (Vol. IX of REPORT ON CONDITIONS OF WOMEN AND CHILD WAGE EARNERS IN THE U.S. in 19 vols., U. S. Senate Document 645, 61st Cong., 2d Sess.)

The changing role of women in the work force involved upheaval and necessitated widespread industrial readjustment, as labor was transferred from home to factory. This change occurred when the demand drifted from domestic and personal service to manufacturing and mechanical pursuits. This volume studies the history of women in wage earning industrial occupations. Six main groups are surveyed: the textile workers, clothing and sewing trades, domestic service, the manufacture of food and beverage, tobacco and cigar industries, trade and transportation.

A perusal of the work highlights the general character and history of early industrialization, the transition from home to factory, and the conditions of work including wages, hours and labor supply.

26. Toph, Olla Perkins. "Women and work." AMERICAN FEDERATIONIST, 1:1, December, 1894.

Philosophical history of women's relegation to the home. Rhetorically, the author makes a fiery statement of woman's passionate struggle to free herself from economic bondage.

27. U. S. Women's Bureau. FACTS ABOUT WORKING WOMEN. Washington, Govt. Print. Off., 1925. 64 pp. (Bulletin No. 46)

"A graphic presentation of facts relating to women workers." Statistics are based on the 1910 and 1920 U. S. Census. Graphs pertain to the following subjects: age, nativity, race, conjugal condition and occupation. Includes comparisons with male workers. Appendix.

28. U. S. Women's Bureau. THE OCCUPATIONAL PROGRESS OF WOMEN, 1910-1930. Washington, Govt. Print. Off., 1933. 90 pp. (Bulletin No. 104)

The report reveals a growth of 33.1 per cent of women gainfully employed, yet no major increase in occupations, not previously followed by women, was reported. Although the number of women employed in factories continued to increase, there were indications that this progress has slowed up considerably since the end of the First World War. Considerable losses among women employed as dressmakers, farm laborers, and laundresses were reported, while substantial increases were reported in clerical occupations. Twenty text tables, four appendix tables, and six charts are included.

29. U. S. Women's Bureau. WOMEN AT WORK: A CENTURY OF INDUSTRIAL CHANGE. Washington, Govt. Print. Off., 1939. 80 pp. (Bulletin No. 161)

Pamphlet deals with industrial change and women workers from the 1830's to the 1930's. Mechanization, low wages, the sweatshops, and the wars are discussed with respect to how they affected women wage earners. Specific chapters also deal with the history of women in labor organizations, protective labor legislation, the Negro woman worker, and the immigrant woman worker. Government programs and legislation promoting the causes of women in these four categories are presented.

30. U. S. Women's Bureau. WOMEN IN INDUSTRY: A SERIES OF PAPERS TO AID STUDY GROUPS. Washington, Govt. Print. Off., 1931. 79 pp. (Bulletin No. 91)

Publications dealing with wage earning women, married women, unemployment, health standards, labor legislation, and women and labor unions are listed, and all are discussed by four persons versed in the various subjects.

31. Van Kleeck, Mary. "The government and women in industry." AMERICAN FEDERATIONIST, 25:788-790, September, 1918.

With the advent of the First World War, vast numbers of women are entering the labor market. Concerned with the health and safety of women workers, the federal government has established the Women in Industry Service in the Department of Labor. The Women in Industry Service will be responsible for insuring that women workers receive equal pay for equal work; that state labor laws are observed; that short hours and night work be avoided except in cases of national necessity; that provisions for adequate working conditions be made;

and that the right to bargain collectively be established. So as to insure the success of these principles working women must actively cooperate with the Women in Industry Service, and the best way to do this is through the representation of women in the councils of trade unions.

32. Van Kleeck, Mary. "The working woman and the new social vision." LIFE AND LABOR, 9:320-323, December, 1919.

In an address to the First International Congress of Working Women, Ms. Van Kleeck called upon women to "translate their vision into action." She pronounced that the standard of living for the average U.S. citizen must be the government's chief concern and declared that women are demanding participation and not protection in industry. On the subject of judicial enforcement of the law, she argued that women have been suffering from endorsement instead of application of principle and in the aftermath of the war, floored the issue of equal pay for equal work.

33. "Women wage-earners." NATION, 82:152-153, February 22, 1906.

A critique of some of the findings of the Twelfth Census which dealt with women engaged in gainful occupations. A number of questions are also raised which might be properly investigated by the Department of Labor which will conduct a study into the industrial conditions of women in the United States.

34. Women's Industrial Conference. PROCEEDINGS OF WOMEN'S INDUSTRIAL CONFERENCE CALLED BY WOMEN'S BUREAU. Washington, D. C., January 11-13, 1923. 1923. 190 pp. (Bulletin No. 33)

Complete text of speeches given by the delegates to the Women's Industrial Conference. The topics discussed include: the importance of women in industry, home work, health standards, wages and labor legislation.

B. DISPLACEMENT

35. Abbott, Edith. "Employment of women in industries: cigar-making, it's history and present tendencies." JOURNAL OF POLITICAL ECONOMY, 15:1-25, January, 1907.

A discussion of the increased employment of women in the cigar-making industry and its competitive effect on the employment of men. The author refutes the charge that the low wages of women are forcing men out of work, thus creating a "women's industry". As early as 1810 cigar-making in America was dominated by women and only in the middle of the nineteenth century when skilled personnel was needed did men come to dominate the industry. By 1870 the pendulum began to swing back, as female Bohemians, experienced in cigar-making, began to immigrate to America. The employment of women increased after 1870, not so much because they accepted cheap wages but because the new machinery required less skilled workers, hence lower wages. The male unionist persisted in attacking the competition of women rather than the "displacement" caused by machine. After many strikes protesting the use of women, the men unionists realized that women were there to stay and extended the hand of organization to them.

36. Abbott, Edith. "The history of industrial employment of women in the United States: an introductory study." JOURNAL OF POLITICAL ECONOMY, 14:461-501, October, 1906; A Supplementary Note, 15:619-24, December, 1907.

An examination of the assumption that "women competing with men can work cheaper," thus driving men out of those industries engaged in by women. Using historical evidence since the seventeenth century one discovers that, from the beginning, women were expected to be self-supporting. The whole idea of a "women's movement" was the result of middle class women leaving the home in the hope of attaining the "new ideal of pecuniary independence." Five tables.

37. "Are many women replacing soldiers in industrial work." CURRENT OPINION, 64:60-61, January 1918.

Although more than a million women are engaged in war-related work, a canvas of 160 large employers reveals that no great substitution of women has taken place since the war. A number of employers also comment as to why women are not paid the same wages as men even though they might do the same work.

38. Bedell, Gertrude. "A present need." SURVEY, 38:448, August 18, 1917.

If women are to do men's work during the war emergency then there should be a national committee authorized to inspect and regulate women's work.

39. Cleveland Chamber of Commerce. Committee on Industrial Welfare. THE SUBSTITUTION OF WOMAN FOR MAN POWER IN INDUSTRY. Cleveland, 1918. 97 pp.

In a study authorized by the Cleveland Chamber of Commerce, the Committee on Industrial Welfare investigated the feasibility of employing women in work usually done by men. Included in the study were the following topics: "Feasibility of employing women instead of men in certain types of industrial establishments"; "Requirements in case of substitution of woman for man labor - Laws and Standards"; "Problems of shop management"; "Comparative pay of women taking men's places"; "Methods of industrial training of women"; "Source of supply of women labor"; "Physical fitness or desirability of women."

40. Cook, Cara. "Women who work for wages." AMERICAN FEDERATIONIST, 33:454-459, April, 1926.

Refutes old notions concerning women workers. Cites data showing the great increase in the number of permanent workers, their expansion into formerly male occupations and the importance to the family of the married woman's wages.

41. "Female labor arouses hostility and apprehension in union ranks." CURRENT OPINION, 64:292-294, April 1910.

According to James Lynch, a member of the New York State Industrial Commission, women are replacing men in industry and he warns that if it continues "it will antagonize and demoralize male labor, and it may even result in open revolt." He argues that the war emergency in the United States has not necessitated the employment of women as it has in Europe.

42. Gillespie, H. S. "Where girls are really doing men's jobs and the woman who is responsible for it." LADIES HOME JOURNAL, 34:83, November, 1917.

Discusses the employment of women as longshoremen and in the transportation industry due to the shortage of men in World War I. The incentive: equal wages with the men.

43. Goldmark, Josephine C. "Some considerations affecting the replacement of men by women workers." MONTHLY REVIEW (U. S. Bureau of Labor Statistics), 6:56-64, January, 1918.

Article deals with equal wages, additional legislation, and adequate medical supervision as essential considerations in industry due to the replacement of men by women workers. Author feels that the broadening of the scope of women's jobs has helped to reduce prejudices against women because of their sex and inexperience. Several safeguards are called upon dealing with lifting excessive weights, industrial poisoning, overfatigue, and night work among women workers.

44. Gompers, Samuel. "Don't sacrifice womanhood." (Editorial) AMERICAN FEDERATIONIST, 24:640-641, August, 1917.

As a result of the First World War large numbers of women are being employed in work previously done by men. According to Gompers the government with the aid of physicians and scientists should determine what work is and is not suited for women.

45. Gompers, Samuel. "Women workers in war times." (Editorial) AMERICAN FEDERATIONIST, 24:747-749, September, 1917.

Gompers advocates a "constructive" plan implemented by Government for the purpose of defining what industries are and are not suitable for women labor. Accounts submitted by European nations have shown that women have sustained a much greater amount of injuries while doing work ordinarily done by men. A decrease of wages has also accompanied the employment of women in work previously done by men.

46. "Gravity of the woman labor problem after the war." CURRENT OPINION, 66:61-62, January, 1919.

Speculation among politicians and economists in Britain, France and the United States suggests that "women who have taken the place of men in positions that yield good pay are going to insist on sticking to their jobs when their men come home" from the war. A number of factors pertaining to the desirability of employing women are cited as reasons why employers will continue to employ women.

47. Lape, Esther E. "Women in industry." THE NEW REPUBLIC, 25:251-253, January 26, 1921.

The results of a report conducted by the Y.W.C.A. on what effects the First World War had on women in industry. According to the

report the work done by women was so successful that it permanently widened the occupations opened to women. Many industries formerly all male were now employing women. As for "protective legislation," many women questioned preferred to have the unhealthy conditions "excluded," rather than their employment. Also criticized are the "quaint anomalies" practiced by the federal government which have restricted women from certain government jobs.

48. O'Donnell, Edward. "Women as bread winners." AMERICAN FEDERATIONIST, 4:186-187, October, 1897.

The growing numbers of working women is not a sign of progress, but a threat to the whole fabric of society. The advent of the working women has meant less jobs and poor wages for the men they compete with as well as the defeminization of women.

49. Thompson, F. M. "The truth about women in industry." NORTH AMERICAN REVIEW, 178:751-760, May, 1904.

The effect on society of employed women has been to reduce the wages of male workers while also disrupting "women's naturally appointed sphere in life" that of mother, wife and homemaker.

50. Thorne, Florence C. "Trend toward equality." AMERICAN FEDERATIONIST, 24:120-121, February, 1917.

Men will never voluntarily recognize equality of ability in work in regard to sex. The demand for women workers as a result of the war is giving women the opportunity to achieve freedom. American working women share the same opportunity for freedom with their European sisters; reference is made to the Declaration of French working women demanding "equal pay for equal work."

51. Thorne, Florence C. "Women's war service." AMERICAN FEDERATIONIST, 24:455-456, June, 1917.

The First World War provided women with the possibilities of greater opportunity and independence. Many employers announced that they would fill the positions vacated by men with women, but would not pay the same wages. Women's Suffrage Party demanded "equal pay for equal work."

52. Van Kleeck, Mary. "Federal policies for women in industry." ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 81:87-94, January, 1919.

Whether or not women are to remain in industry after the war will depend on the continuation of federal and state policies governing: equal pay for equal work, prohibition of night work, a minimum wage, and an eight-hour day, all of which were adopted during the war emergency. In making this decision, the agencies concerned should not lose sight of the fact that women are a permanent part of the industrial labor force and were so before the war, and that their activities during the war demonstrates their ability to work in all industries if properly administered.

53. Walsh, Frank P. "Women and labor." LIFE AND LABOR, 5:165, November, 1915.

The inevitable growth of the numbers of working women will no longer threaten working men when women have learned the value of trade unionism. Until this happens all legislation and political "reforms" are "nearly hopeless and meaningless."

54. "What shall be done with women who have replaced men in industry?" CURRENT OPINION, 66:124-125, February, 1919.

According to the United States Employment Service Bulletin, only five per cent of the women engaged in war industries were not previously employed. The majority of the women employed in war related industries had merely transferred from other occupations. The problem for women in the post-war period is to make a successful transfer from war industries to normal employment without being laid-off or suffer a reduction in wages. Incidents of male employees demanding the discharge of women also threatens division within the ranks of labor.

55. "Women in the industries." SCIENTIFIC AMERICAN, 116:127, February 3, 1917.

Because of the labor shortage caused by the war and the increased use of machinery requiring less physical strength, women have obtained skilled positions and have received higher wages. Whether women will return to the home, or assume their former work in unskilled positions is considered in the article.

C. SPECIFIC INDUSTRIES

56. Abbott, Edith, and Sophonisbe P. Breckinridge. "Women in industry: the Chicago stockyards." JOURNAL OF POLITICAL ECONOMY, 19:632-54, October, 1911.

A discussion of women in the meat-packing industry. Although the number of women employed in the industry has greatly increased since 1870, it has not involved women in occupations directly competing with men. Rather, women have performed the unskilled work, mostly packing. As a result the wages are low and the work irregular. Attempts at organizing have been ruthlessly suppressed by the employers. The few women involved in the unions complain of the arbitrary distinction made by the union in determining what is "men's work" and have also argued "that women should be paid the same wages as the men even if women's labor should be so unprofitable under these conditions as to necessitate their discharge."

57. Abbott, Edith. "Women in industry: the manufacture of boots and shoes." AMERICAN JOURNAL OF SOCIOLOGY, 15:335-360, November, 1909.

An historical summary of women in the boot and shoe industry. The introduction of machinery and the division of labor in the industry permitted the extensive employment of unskilled women. In areas outside of New England it was not uncommon to find women doing work formerly done by men, but in most cases the work was that which formerly required skilled labor but was now done by unskilled employees with the aid of machines. In New England the increase in women reflects the expansion of skills which were traditionally done by women and the transition from home work to factory work. Also included is an account of two strikes in the industry and the activities of the "Daughters of St. Crispin", one of the first all women trade unions.

58. Baine, C. L. "Women in the shoe industry." LIFE AND LABOR, 3:164-167, June, 1913.

From the beginning of the boot and shoe industry in America, women have numbered a significant portion of the labor force. Because wages were paid by the piece, there was never any demand on the part of women for equal pay with men. Unlike many other unions, the women of the boot and shoe industry were never excluded. On the contrary, many were reported to be delegates and officers of the union. In spite of the prominent position of women in the industry, many show an aversion to joining the union. Much of this was due to their ignorance of the benefits offered by organization.

59. "The boot and shoe industry in Massachusetts as a vocation for women." LIFE AND LABOR, 6:88-89, June 1916.

A historical summary of the boot and shoe industry in Massachusetts. Unlike the other manufacturing industries of the state, the working women of the boot and shoe industry have been a part of that trade since its origin and are for the most part still skilled workers and native Americans. Although they have not suffered the degrading and grinding toil of women in other industries, nevertheless they are plagued by poor wages and severe unemployment.

60. Davis, Philip. "Women in the cloak trade." AMERICAN FEDERATIONIST, 12:745-747, October, 1905.

"The life of the shop girl is infinitely better than home work (referring to piece work accomplished in the workers own home).", the author claims in his exposé of the futility of accomplishing fair payment for services rendered in the face of the ever changing nature of the industry: rush seasons, slack seasons, style changes. On the other hand, her comparison is made to hardly the lesser of two evils. Unjust fines, the hardships of shop rules, and contractors absconding with wage money are just a few of the named hazards of the shop work. Two problems are recognized as having bearing upon the difficulty of unionizing for wage: the immigrant problem in the cities and the "pin money" attitude in the small towns.

61. Gannett, Alice. "Bohemian women in New York." LIFE AND LABOR, 3:49-52, February, 1913.

The majority of the women from Bohemia were employed in the cigar factories where women were forced to compensate for lack of male support in the family due to unemployment, alcoholism or absence. This article studies the plight of such women employed as industrial workers and earning only slightly more than the housekeepers who care for their children. Statistics are made available on costs of living and sources of income. Statements from the women concerning their hopes and feelings are abundant.

62. Kotchin, Morris. "The ladies garment industry." AMERICAN FEDERATIONIST, 36:1472-1477, December, 1929.

An historical description of the garment industry. Discussed are the manufacturing and marketing changes which resulted in the creation

of the sub-contractor, jobber and the sweat shop, all of which threatened the existence of the union. Combating this development have been the communists who advocated the increased use of the strike and the conservative members of the International Ladies' Garment Worker's Union who, with the cooperation of the "progressive jobbers", have succeeded in restoring union standards, and at the same time limiting competition.

63. Perkins, George W. "Women in the cigar industry." AMERICAN FEDERATIONIST, 32:808-810, September, 1925.

Comparison of the number of union and non-union women in various occupations of the cigar industry.

64. Pesotta, Rose. "The shop." ROSE PESOTTA PAPERS. New York Public Library, n.d.

One day in the life of a working girl in the garment industry.

65. Stewart, Ethelburt. "Trend of employment of men and women in specified industries." MONTHLY LABOR REVIEW, 20:739-750, April, 1925.

According to the survey conducted by the U. S. Bureau of Labor Statistics the percentage of employed women has "increased relatively more rapidly than that of men" for the period 1890-1900. Statistics for manufacturing industries which have traditionally employed women (cotton goods, woolen and worsted, men's clothing, hosiery and boot and shoe) indicates however that the proportion of women has been decreasing relative to that of men and that by comparison the wages of women have also decreased. The conclusion is that the growth of female employment has been in industries other than manufacturing.

66. "The stress of the seasons." SURVEY, 29:806, March 8, 1913.

A summary of the feelings of an investigation of women in the white goods industry conducted by the Women's Trade Union League. Statistics reveal the percentage of immigrant workers and the effect of unemployment on wages.

67. Van Kleeck, Mary. "Changes in women's work in binderies." THE ECONOMIC POSITION OF WOMEN, PROCEEDINGS OF THE ACADEMY OF POLITICAL SCIENCE, 1:27-39, 1910.

Article discusses changes in the book binderies from 1870-1907. The introduction of machinery is cited as the main cause for the highly unstable employment rate in the binderies after the turn of the century. During this period the percentage of women in this industry nearly doubled, due to the mechanization of work mainly performed by men. Women were also being replaced by machines, but to a lesser extent. Usually women were offered training for different jobs by the bindery because the mechanization necessitated a high degree of specialization.

Favorable changes in the binderies cited by the author are the increase in organization among women and the passage of labor legislation.

68. Van Kleeck, Mary. A SEASONAL INDUSTRY: A STUDY OF THE MILLINERY TRADE IN NEW YORK. New York, Russell Sage Foundation, 1917. 270 pp.

A study of a seasonal industry with its depressing effect on wages and frequent unemployment. Included are suggestions for the public regulation of the industry through the establishment of a minimum wage board.

69. Willett, Mabel H. EMPLOYMENT OF WOMEN IN THE CLOTHING TRADE. New York, Columbia University Press, 1902. 206 pp. (Studies in History, Economics and Public Law, vol. 16, no. 42)

A factually presented and highly comprehensive overview of the New York's clothing industry at the turn of the century. Following a history of the industrial employment of women in England and America is an analysis of the distribution of manufacture, participation by women and children, division of labor along sex lines, working conditions, hours of work and wage. While the study is highly particularized, Dr. Willett is attentive to the general development of the factory system where applicable as supplement. Much consideration is given to the contributions of women to early trade union organizing, both on the national and local levels. Findings concluded that maintenance of a strong union system has increasingly become an objective and responsibility of women. The importance of the union label and the presence of a large body of unionists has spurred interest in the organization of women. The perspective is sociological and includes a differential comparison of nationality groups.

II. TRADE UNIONS

A. GENERAL WORKS

70. THE AMERICAN LABOR YEARBOOK. New York, The Rand School of Social Science, 1916-

Certain aspects of women in trade unions are covered in these volumes.

71. Benham, Elisabeth D. THE WOMAN WAGE EARNER: HER SITUATION TODAY. Washington, G.P.O., 1939. (Women's Bureau Bulletin No. 172). 50 pp.

Pamphlet deals mainly with women's participation and earnings in various manufacturing and non-manufacturing industries. A section deals with the participation of women in labor unions. Both the AFL and the CIO are examined as to the number of female members and the limited number of women allowed to participate in conventions. The International Ladies' Garment Workers and the National Federation of Federal Employees are pointed out as two unaffiliated unions who represent a large number of women. Some individual unions and future trends in organizing women are also discussed in this section.

72. Best, Harry. "Extent of organization in the women's garment making industries of New York." AMERICAN ECONOMIC REVIEW, 9:776-792, December, 1919.

A summary of the development and use of the "protocol form of agreement" existing between the garment unions and employers of New York. The protocol, a series of reciprocal agreements, protects the worker from the poor wages and working conditions of the sub-contractor, establishes a grievance board, and provides for the strengthening of the union. In return, the union guarantees the manufacturers that work will continue smoothly, uninterrupted by strikes or walkouts. In practice there have been numerous infractions by the employers in discriminating against union labor and the failure to conduct their sub-contracting operations as prescribed in the agreements.

73. Budish, Jacob M., and George Soule. THE NEW UNIONISM IN THE CLOTHING INDUSTRY. New York, Harcourt, Brace and Howe, 1920. 344 pp.

Book explores the growth, philosophy, structure, and strategy of unions within the clothing industry in the U. S. Discusses several successful strikes and collective agreements within the industry during the first twenty years of the twentieth century. Interest

and activities of several clothing workers' unions toward education and the labor press are examined. Author also speculates on the future of the industry and unionization within the industry. Appendix includes the constitution of the Amalgamated Clothing Workers of America, several trade agreements, and attitudes toward the Labor and Socialist Parties and the piece work system, as reported at the Convention of the United Cloth Hat and Cap Makers in 1919. A bibliography is also provided.

74. Cohn, Fannia M. "Women workers coming into their own", In FANNIA COHN PAPERS, New York Public Library, n.d. 4 pp.

While women have historically played a minor role in the labor movement, today they are overcoming their inferiority, demanding their rights and giving up their lady-like demeanor to be elected to positions of union leadership.

75. Delzell, Ruth. EARLY HISTORY OF WOMEN TRADE UNIONISTS OF AMERICA. Chicago, National Women's Trade Union League of America, 1919. 15 pp.

Compilation of nine articles which first appeared in Life and Labor, 1912 and 1913. Titles are: "1828 - American Women Win First Strike"; "Female Labor Associations"; "1847 - A Ten-Hour Law for Women"; "1825-1851 - Tailoresses and Seamstresses Organize"; "Women of the Sewing Trades"; "Knights of Labor Women"; "Women Shoe Binders"; "1869 - The Daughters of St. Crispin"; "1866 - The Laundry Women of Troy."

76. Delzell, Ruth. "1866 - Laundry Worker's Union, Troy, New York." LIFE AND LABOR, 2:333, November, 1912.

An account of the Laundry Worker's Union's success in raising wages, its membership in the National Labor Union and its defeat in 1869 in a bitter strike.

77. Delzell, Ruth. "1869 - The Daughters of St. Crispin." LIFE AND LABOR, 2:303, October, 1912.

An historical summary of the Daughters of St. Crispin, "the first woman's trade union in the United States." The organization composed of shoe workers throughout the country demanded that they receive the same compensation "for equal skill displayed, or the same hours of toil, as is paid other laborers in the same branches of business."

78. Dickason, Gladys. "Women in labor unions." ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 251:70-78, May, 1947.

Article looks at a number of changes that affected the growth of women in labor unions 1910-1940. Some changes cited are: 1) increased number of women workers due to the wars; 2) emphasis on organizing industrial rather than craft, workers, to which a majority of women workers belong; 3) dispelled prejudices about the capabilities of women workers in unions; 4) restrictions to membership of women in unions were dropped; and 5) increased organizing activities of Women's Trade Union League. The advantages of unionism to women have been many. Not only have unions succeeded in eliminating the wage differential for their members, but they have also reduced discrimination in other forms for women unionists. Unions have been responsible for promoting the shorter work day and securing decent standards and conditions of employment, and are promoting maternity leave contracts for its female members. Unions have also been instrumental in increasing the political and formal education of their members. Author feels that by far the greatest contribution of unions has been their concern for and protection of all workers, regardless of sex, race, or nationality.

79. Flexner, Eleanor. CENTURY OF STRUGGLE: THE WOMEN'S RIGHTS MOVEMENT IN THE UNITED STATES. Cambridge, Belknap Press of Harvard University, 1959. See chapter XVIII, "Into the Mainstream of Organized", pp. 240-247.

Author discusses the growth of the first unions composed largely of women from 1903-1917. This growth was seen mainly in the garment trades where the International Ladies' Garment Workers' Union was formed. The first general strike against factory conditions and the first large strike of women workers was organized by the garment workers in 1909 led by Mary Dreier of the National Women's Trade Union League. The League was organized to help women workers in trade unions and made its greatest contributions by providing aid and bail to women strikers. Little help, financial or otherwise, was given to the League by the American Federation of Labor during this period. Author contends that gains in hours, wages and conditions must be won before more women would be encouraged to unionize.

80. Flexner, Eleanor. CENTURY OF STRUGGLE: THE WOMEN'S RIGHTS MOVEMENT IN THE UNITED STATES. Cambridge, Belknap Press of Harvard University, 1959. See chapter IX, "Women in Trade Unions, 1860-1875." pp. 131-141.

The first two national unions to accept women into membership were the cigar makers in 1867 and the printers in 1869; this was in large

part because of the large numbers of women entering those industries. Women during this period were organized in several ways: in a bona fide trade union either as an independent local or as part of the men's union; Working Women's Associations; and the Protective Associations. The latter functioned as legal aid societies and as a means of finding reputable employment for women.

81. Galster, Augusta E. THE LABOR MOVEMENT IN THE SHOE INDUSTRY. New York, Ronald Press Company, 1924. 237 pp.

Traces the history of the boot and shoe workers from the earliest stages of utilization of a factory system and the unionizing efforts of the Daughters of St. Crispin through representation by the Knights of Labor and the ultimate founding of the Boot and Shoe Workers' Union in 1899. The work includes an analysis of the internal organization of the union and a survey of its attitudes toward independently organized unions in the industry.

82. Geisinger, Anna. "What the union has accomplished." AMERICAN FEDERATIONIST, 36:983, August, 1929.

Woman workers in the hosiery industry through organization have achieved high wages and improved working conditions.

83. Gompers, Samuel. "The struggles in the garment trades - from misery and despond to betterment and hope." AMERICAN FEDERATIONIST, 20:185-202, March, 1913.

Review of the events that led to the unionization of the garment industry. Describes the working conditions, the workers' attitudes, the strikes, the type of opposition employed by the manufacturers, and the terms of settlement.

84. Gompers, Samuel. "Women workers organize and win." (Editorial) AMERICAN FEDERATIONIST, 23:199-201, March, 1916.

Accomplishments of greater New York needle workers concerning wages, hours, and sanitary conditions. Increase of women workers and a decrease in wages have been the result of the European war (World War I). Gompers hopes that the example of the needle workers will be followed by a greater degree of organization among women workers.

85. Grant, Lake. "Women in trade unions." AMERICAN FEDERATIONIST, 10:655-656, August, 1903.

Studies the question of women's ability to organize and sustain union efforts to uplift conditions and enforce demands. Provides examples of success in Chicago, where women were an active force rather than a passive order. The report includes a tabulation of the Chicago women in their efforts to procure a shorter work day and higher wages.

86. Green, William. "Women's garment makers." (Editorial) AMERICAN FEDERATIONIST, 36:917, August, 1929.

The garment union and the manufacturers are working together to eliminate the competition of the non-union shops and jobbers.

87. Henry, Alice. "Women and the trade union movement in the United States." THE ECONOMIC POSITION OF WOMEN, PROCEEDINGS OF THE ACADEMY OF POLITICAL SCIENCE, 1:109-118, 1910.

Article deals with the efforts and victories of trade unions in helping to improve the conditions of women workers. Some of the aims unions concentrated on are: shorter hours, increased wages, abolition or reduction of piece work, sanitary conditions, and child labor laws. Author contends that although the trade union movement is relatively new among working women, it has already succeeded in gaining advantages for them. The garment workers and the electrical workers are two of the successful unions discussed in the article. Besides securing economic advantage for women workers, author also attributes unions with educating female workers in collective bargaining, educating the community on the necessity of humane factory conditions, and promoting labor legislation. The National Women's Trade Union League is also lauded for its efforts in organizing, educating, and supporting women workers of all trades.

88. Hohn, Gertrude. "Why the Union." AMERICAN FEDERATIONIST, 36:1060-61, September, 1929.

Describes the economic, educational and social functions of the women's Hosiery Workers' Union.

89. Huntzinger, Leona. "Why I joined my union and what it has done for me." LIFE AND LABOR, 10:312-313, December, 1920.

A transformation of attitudes toward unionism is related to a lace worker's personal account of her occupation. She describes the union ultimately as "a kind of partnership in which every advantage or injustice effects all concerned in exactly the same measure. We were a firm selling our time and labor under a contract of equal responsibility."

90. Johnson, Agnes. "What the Boot and Shoe Workers' Union means to its women members." LIFE AND LABOR, 10:102-103, April, 1920.

91. Katzor, Clara. "Shoemaker's story." AMERICAN FEDERATIONIST, 36:978-979, August, 1929.

Reviews the events and organizations which finally succeeded in unionizing the shoe industry. Discusses the increase in the employment of women as a result of improved and labor saving machines, and the specialization of production.

92. Levine, Louis. THE WOMEN'S GARMENT WORKERS: A HISTORY OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION. New York, B. W. Huebsch, Inc., 1924. 608 pp.

The history of the garment industry and the International Ladies' Garment Workers' Union are extensively traced since 1789. Discussed are the strikes, the rival unions, the appearance and consequence of the sub-manufacturers, the sweat shops, and the struggle waged by the union against "benevolent capitalism." Since the history of the International Ladies' Garment Workers' Union is so pervasive and so extensive in its presentation, it is as the author suggests "of interest to all who are concerned with the destiny of American industrial civilization."

Three appendices are included; tabulating wage and hour rates, union activities and general statistical information on the women's garment trades. Also includes an extensive bibliography.

93. Lindsay, Matilda. "Southern women in industry." AMERICAN FEDERATIONIST, 36:973-975, August, 1929.

The growth of industry in the South has been accompanied by trade union activities on the part of the American Federation of Labor and the Women's Trade Union League. The League has sponsored educational programs

dealing with industrial problems. Women employees were the first to go out on strike at Elizabethton, Tennessee.

94. Lowther, Mrs. R. J. "The typographical woman's international auxiliary." AMERICAN FEDERATIONIST, 36:980-983, August, 1929.

Review of union developments in the female dominated shoe industry since 1860.

95. MacLean, Annie Marion. "Trade unionism versus welfare work for women." POPULAR SCIENCE MONTHLY, 87:50-55, July, 1915.

Article discusses trade unionism and welfare work as two endeavors to reform industrial conditions for women. While welfare work has some advantages its success depends greatly on the individual motives of the employer. Author contends that people inherently distrust the paternalistic attitude which often accompanies this type of work and welfare endeavors tend to weaken labor's initiative to better their condition.

96. Maher, Amy G. "Women trade unionists in the United States." INTERNATIONAL LABOUR REVIEW, 11:366-380, March, 1925.

Article briefly traces the history of women in trade unions from 1825 to 1920. Most of the effort to organize women in the twentieth century is attributed to the National Women's Trade Union League. Discrimination against women in the American Federation of Labor is also discussed. Author examines the Amalgamated Clothing Workers and cites several other unions which maintained a large proportion of women members in 1920.

97. Matthews, Lillian R. WOMEN IN TRADE UNIONS IN SAN FRANCISCO. Berkely, University of California Press, 1913. 100 pp.

A study of women trade unions and their activities in San Francisco. The mere formation of a union was usually accompanied by an increase in wages and improvements in working conditions; however, once achieved many of these unions fell apart. Women preferred the organization of unions on an industrial basis, so as to avoid jurisdictional conflicts. They were opposed to any welfare (paternal) measures on the part of the

employers, since such firms were commonly known to pay the least. The eight-hour day has been a divided issue among the women. Many felt that as a result they could no longer compete with the men, who were permitted to work longer hours. Often the men would achieve wage increases at the expense of women workers. The women's laundry union, with the sympathy of other unions carried on a slanderous campaign against the competition presented by cheap oriental labor.

98. "May the legislature protect women and children." OUTLOOK, 83:823, August 11, 1906.

If the state legislatures are not permitted to protect unorganized men and women from organized business, then these people should combine into labor unions in order to protect themselves.

99. "Minimizing the controversy." LIFE AND LABOR, 3:105-107, April, 1913.

The agreement of Protocol (see Life and Labor, March, 1913) existing between management and labor in the garment industry is suggested as a solution to industrial warfare.

100. Morrison, Harry L. "Trade organizations and war problems - Laundry Workers' International Union." AMERICAN FEDERATIONIST, 24:732-733, September, 1917.

World War I has not brought an influx of women to take the place of men workers since the industry is already composed of 80% women and girls. The war has increased the cost of living and as a result the employees organized into the Laundry Workers' International Union and succeeded in obtaining a 10% increase in wages.

101. National Women's Trade Union League of America. WOMEN IN TRADE UNIONS IN THE UNITED STATES. Chicago, The League, 1919. 15 pp.

102. National Women's Trade Union League of Boston. HISTORY OF TRADE UNIONISM AMONG WOMEN IN BOSTON. Boston, The League, 1915.

103. New York (S) Department of Labor. Division of Women in Industry. WOMEN WHO WORK. (Special Bulletin No. 110) Albany, J. B. Lyon Company, 1922. 40 pp.

One section of this Bulletin, which includes two tables, deals with the extent of trade unionism among women in New York State in cities over 50,000. The first table gives the number and percentage of women trade union members in 1920 and the second gives the number of women in trade unions in 1914 and 1920 by industry.

104. Newman, Pauline M. "Women in the labor movement of the U.S." FREE LABOR WORLD, 75:15-20, September, 1956.

The author, one time Educational Director of the International Ladies' Garment Workers' Union, presents an historical analysis of the contributions made by women to the trade union movement. Prefacing an appeal to the AFL-CIO, the triumphs of women in the clothing industry and their facility with union leadership are cited. These strides are enumerated in support of the protest that women had not been appointed to the Executive Council of the merged labor movement.

105. "A page from Bakery Workers' history, story of Eva Ostino." BAKERS AND CONFECTIONERS' JOURNAL, 79:5, June, 1964.

Eva Ostino was a delegate to the union's 1914, 1917 and 1920 conventions and this illustrates the union's fight for equal rights for women in the bakery industry.

106. Peixotto, Jessica B. WOMEN OF CALIFORNIA AS TRADE UNIONISTS. Assn. of Collegiate Alumnae, December, 1908. (Series III, no. 18)

107. Perkins, Frances. "Women in industry; an historical survey." INDEPENDENT WOMAN, 16:133+, May, 1937.

Article is an historical survey of women workers. Presents the colonial woman in her first attempt to improve industrial conditions through unions. After the industrial revolution women employed in the factories used the union tactics of the strike and petition. During the latter half of the 1800's union activity among women was sporadic, organization appeared only in times of strikes. Renewed union activity was seen in the early 1900's by the National Women's Trade Union League. Finally, by the 1930's the government and the public began emphasizing the protective legislation necessary for the woman worker who had come to be an integral part of the labor force.

108. Phillips, E. M. "Progress of women's trade unions." FORTNIGHTLY REVIEW, N. S., 54:92-104, July, 1893.

Classifies women's unions into three types: (1) women enrolled in men's unions; (2) women's unions affiliated with men's unions; (3) women's independent unions, and discusses the ills and unsuccessful attempts of independent women's unions. Drews the conclusion that women's unions can only succeed if backed by the strong impetus of the men's unions.

109. Potter, Francis Squire. "The educational value of the woman's trade union." LIFE AND LABOR, 1:36-40, February, 1911.

The woman's trade union movement is seen as the obvious result of the mass entrance of women into industry. The article portrays the working girl as exceptionally conducive to an appreciation of collective consciousness. Praising women workers for their commitment to trade unionism, the author sees their efforts as the necessary industrial warfare that will ultimately insure the liberty of all. It is claimed that the working girls have demonstrated their willingness to suffer present hardships for the sake of the ultimate good.

110. Sigman, Morris. "Ladies' Garment Workers gain." AMERICAN FEDERATIONIST, 30:742-743, September, 1923.

Report on the progress made by the International Ladies' Garment Workers' Union. Union plans to impose on the employers a rigid system forbidding subcontracting. In spite of numerous injunctions garment workers in New York City have won a forty-hour week, and have had satisfactory success in organizing women workers.

111. Teller, Charlotte. "Women in unions (Cloth Hat and Cap Makers)." AMERICAN FEDERATIONIST, 13:222-224, April, 1906.

Provides a delineation of the divisions of the industry; cutters, operators and finishers are men and lining makers and trimmers are women. Their union is cited as particularly important in both policy and accomplishment. The workers are economically conservative and politically radical. Women account for twenty percent of the total employees--their unionization was self initiated and self governed.

112. Trouland, Belle A. "The women's local." AMERICAN FEDERATIONIST, 36:970-971, August, 1929.

Describes the activities of female union members in the Federal Government.

113. U. S. Industrial Commission. REPORTS OF THE U. S. INDUSTRIAL COMMISSION ON LABOR ORGANIZATIONS, LABOR DISPUTES, AND ARBITRATION AND ON RAILWAY LABOR. Washington, Govt. Print. Off., 1901. 1172 pp. (vol. 17)

The index of this volume contains numerous citations on the unionization of women.

114. Van Kleeck, Mary. "Trade union women." THE NEW REPUBLIC, 17: 74-75, November 16, 1918.

A discussion of the women and their positions held in the federal government and the trade unions during the First World War.

115. Wolman, Leo. GROWTH OF TRADE UNIONS, 1880-1923. New York, National Bureau of Economic Research, 1924. 170 pp. (See especially Ch. V, "Women in Trade Unions in 1920 and 1910.")

A statistical survey of the changing trends of women in the trade unions. The survey reveals a marked shift in the employment of women from manufacturing and domestic work to the professional and clerical occupations. These new industries have shown little receptivity to the idea of unionization and as a result the statistics indicate that growth of trade unions among women in all industries has been disappointing. Statistics for women engaged in manufacturing, however, reveal a substantial growth of unionization during the period 1910-1920.

116. "Women in trade-unions." MONTHLY LABOR REVIEW, 19:124-126, August, 1924.

Statistics showing the proportion of female trade-union membership in different countries. The percentage of women in trade unions is greater in industrial countries.

117. Women's Trade Union League of Massachusetts. THE HISTORY OF TRADE UNIONISM AMONG WOMEN IN BOSTON. Boston, 1915. 33 pp.

The problem of working women in Boston and elsewhere is the problem of being an unskilled and over-abundant source of labor. Whether trade unionism can solve the problems of working women is as yet doubtful, since the movement is relatively new. To help answer this question a number of industries having women trade unions are examined and discussed.

B. PROBLEMS RELATING TO ORGANIZING AND UNIONIZATION

118. Addams, Jane. "Reaction of simple women to trade union propaganda." SURVEY, 36:364-366, July, 1916.

Story of a woman who in early union days would not scab because she realized that it would not improve the miserable wages of women workers. Also recounted are the experiences of an orphan who eventually became an organizer in the garment trades. The difficulties of single women and married women who have children to support are emphasized.

119. "Admission of women" (to American trade unions). In F. E. Wolfe, ADMISSION TO AMERICAN TRADE UNIONS. Baltimore, Johns Hopkins Press, 1912. See chapter IV, pp. 74-95. (Also published as Johns Hopkins University Studies in Historical and Political Science, vol. XXX, no. 3, pp. 528-549.

As the only data available on membership of women in trade unions was fragmentary, estimation of their strength was still impossible at this time. There are indications that the effectiveness of the women trade unionists was still minimal. The lack of interest on the part of women in long term wage scales, the low appeal of supplementary benefits and the absence of aggressiveness required for encountering employers are given as three possible explanations for organizational difficulties.

The several powerful trade unions of the period are discussed in connection with their specific recommendations and concerns involving the admission of women to their ranks.

120. American Federation of Labor and Congress of Industrial Organizations. AMERICAN FEDERATION OF LABOR HISTORY ENCYCLOPEDIA AND REFERENCE BOOK. Washington, AFL-CIO, 1960. Vol. 3, pp. 2696-2709

This publication lists all AFL Convention resolutions in chronological order under numerous subject headings. The section referenced deals with Women and Women's Auxiliaries. All resolutions pertaining to the problems in organizing women are cited from past conventions. Resolutions favoring equal pay, women franchise, day care centers, and protective legislation are also included in this section.

121. Anderson, Mary. "Organizing the Bureau of Engraving and Printing Girls." LIFE AND LABOR, 7:11-12, January, 1918.

Contains a brief account of efforts to stabilize a union among the Bureau of Engraving workers. Congressional intervention by Mary Rankin was warranted due to prevailing practices of excessive overtime and the failure of the Bureau to increase wages commensurate with the cost of living.

122. Andrews, John B. and W. D. P. Bliss. HISTORY OF WOMEN IN TRADE UNIONS. (Vol. X of REPORT ON CONDITIONS OF WOMEN AND CHILD WAGE EARNERS IN THE U.S. in 19 vols., U. S. Senate Document 645, 61st Cong., 2d Sess.) 236 pp.

An organizational history covering the period of 1825 to 1910 is presented, highlighting the Knights of Labor, Daughters of St. Crispin, and the efforts of women trade unionists from Dover to Lowell. Emphasized in this phase of the study is the fact that while women were never as powerful in the union movement as conditions warranted, their efforts resulted in much of the protective legislation passed during the period. This volume traces the history of organizing efforts, accounting statistically for the number of female members of trade unions, the proportionate distribution of membership and percentages at the local level.

Obstacles to organizing are studied in depth, including the psychosociological view of woman, her expectations and concerns. The study provides perspectives which are economic, political, psychological and sociological.

123. Andrews, Nellie. "Organizing women." AMERICAN FEDERATIONIST, 36:976-977, August, 1929.

Report by organizer concerning women in the southern textile industry. Women usually lose interest in the union soon after a strike is over. Married women pay their dues but are unable to attend meetings. Single young girls are too excited about their new-found wealth, although pitifully low, to take an interest in the union.

124. Barnum, Gertrude. "A hen town wakes up." AMERICAN FEDERATIONIST, 19: 702-706, September, 1912.

A small town whose principle industry is textiles transforms its standard of living in the wake of strong unionization of its young women wage earners.

125. Barnum, Gertrude. "Woman in the American labor movement." AMERICAN FEDERATIONIST, 22:731-733, September, 1915.

Article emphasizes trade union organization as the primary objective of trade union women. Suffrage, social activities, and women's education are of secondary importance until women secure economic freedom through the trade union.

126. Campbell, Margaret N. "Organization and the southern worker." LIFE AND LABOR, 10:198-199, June, 1920.

Emphasized among the difficulties encountered in organizing the southern working women is their veneration of marriage and subsequent lack of identification with trade occupations as careers. Peculiar to the southern tradition among them is the concept that union membership is unladylike, that manual labor is degrading. They demonstrate an adherence to intense individualism and loyalty to their paternal employers.

127. "The candy workers of Boston." LIFE AND LABOR, 3:261-263, September, 1913.

Reports the formation of the union and lists demands that precipitated a short and successful strike.

128. Cohn, Fannia M. "Can we organize the flapper?" LABOR AGE, 16:18, December, 1927.

Proposed that modern woman's daring in breaking away from established norms of conduct suggests that she is the forerunner of the modern age and will be easily unionized. Emphasis upon a promising future rather than a gloomy present is seen as the most effective appeal.

129. Cohn, Fannia M. "Facing the future," AMERICAN FEDERATIONIST, 42:1203-1208, November, 1935.

A report on the Educational Department of the International Ladies' Garment Workers' Union relating the progress of that organization in assimilating young women into the union. These new members have come to realize that the union is their only hope for a decent life. The bitter lessons of industrial life have been softened by the cultural and social programs offered by the Educational Department.

130. Cohn, Fannia M. "Who should organize working women?" LABOR AGE, 16: 18, June, 1927.

An account is presented of the dialogue between two working girls relating a first union meeting experience. The author portrays the approach, goals and tactics which most significantly appeal to working women.

131. Cohn, Fannia M. "Winning working women." LABOR AGE, 16:18, April, 1927.

Ms. Cohn sees difficulties in organizing women as the result of general conditions rather than those particular to a woman's character. She supports this with incidents of union strength in factories where turnover is high. There have been two causes of failure to organize women in the past--doubt of the possibility has diminished women's confidence in herself and there has been a failure to develop a proper approach toward working women. She does not differ in her basic attitudes but often in her conceptions of the solution. The author further claims that women's tendency to secure advantages by working individually is receding.

132. Cohn, Fannia M. "Women and the labor movement." AMERICAN FEDERATIONIST, 32:1186-1188, December, 1925.

A discussion of the difficulties in organizing women, the need for organizers who understand the problems of women workers, and the importance of organizing women.

133. Cohn, Fannia M. "Women unskilled - semi-skilled", In FANNIA COHN PAPERS, New York Public Library, n.d. 4 pp.

The problem of organizing women into trade unions is not only one of sex, but also a part of the larger problem of organizing unskilled and

semi-skilled labor. Where women have commanded skilled positions, they have been successfully organized. Since this will be impossible for millions of women the only solution is to guarantee women equality with men in wages and advancement. This can be done when the male trade unionists welcome women into their unions.

134. Cohn, Fannia M. "Working women and written word." LABOR AGE, 16:18, May, 1927.

Women in industry have the power to "break down or maintain hard won union standards," states the author in her appeal to men to spare no effort to organize the increasing numbers of women workers. In discussing pamphlet preparation, it is emphasized that literature is a means of worker education. It is recognized that particular considerations such as appearance of the meeting hall, length of union meetings and an emphasis on both general and specific issues are influences upon women's willingness to unionize.

135. Commons, John R. "Women in unions." AMERICAN FEDERATIONIST, 13:382-384, June, 1906.

The author traces a history of the women employed in the meat packing industry, calling attention to the fact that by the nature of their work, women have displaced men in their employment. Among the facts included in Mr. Commons analysis is the fact of women's lower pay scale, the difficulties in unionizing due to introduction of immigrants and the unwillingness of women to work steadfastly to alleviate their burdens. He attributes the latter to their attitude towards their employment in that it is usually temporary.

136. Delzell, Ruth. "1825-1851 - Organization of tailoresses and seamstresses." LIFE AND LABOR, 2:242-244, August, 1912.

An historical summary of the beginnings of trade union organization by women tailoresses and seamstresses. Describes the grievances and organization methods of working women in a number of different cities.

137. Filene, Edward A. "The betterment of the conditions of working women." ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 27:613-623, 1906.

The organization of women into unions is suggested as a possible remedy to the problems of working women. But because women are unskilled, diffident, non-aggressive and looking forward to marriage, they do not make good union members. Until the unlimited supply of untrained immigrants abates it will be impossible to organize women. The only solution is to seek protective legislation for women.

138. Flexner, Eleanor. CENTURY OF STRUGGLE: THE WOMEN'S RIGHTS MOVEMENT IN THE UNITED STATES. Cambridge, Belknap Press of Harvard University, 1959. See chapter XIV, "Women in the Knights of Labor and the Early American Federation of Labor", pp. 193-202.

During the 1880's many "women's assemblies" were organized by the Knights of Labor and in 1886 there were sixteen women delegates to their General Assembly. Out of this assembly a Department of Women's Work was established and Leonora M. Barry elected to direct it.

Little real attempt was made by the A.F. of L. to organize women, primarily because the Federation was not interested in organizing the unskilled worker. Practically only lip service was paid by Samuel Gompers in the matter of unionizing women and bettering their pay.

139. Foner, Philip S. HISTORY OF THE LABOR MOVEMENT IN THE UNITED STATES. New York, International Publishers, 1964. See chapter IX, "Women and Negro Workers", pp. 219-255.

The first part of this chapter deals specifically with women and the American Federation of Labor. Statements by Samuel Gompers and convention resolutions promoting equality and organization among women are presented along with the practice of discrimination among various locals. Author attributes this discrepancy between policy and practice to the structure of the A. F. of L. Since the unions were autonomous from the federation in any regulations, the A.F. of L. could only suggest, not compel, its participating unions to admit women. But Gompers' patronage was only lip service and no firm policy or financial assistance was given to the National Women's Trade Union League in its effort to organize women for the A.F. of L.

140. Foster, E. P. "Women's work in the labor movement." AMERICAN FEDERATIONIST, 2:86-87, July, 1895.

The lack of political sophistication, awareness and motivation on the part of women force men to carry the burden of the union movement. Mrs.

Foster calls for the emancipation of women through education and denies that genuine progress can be made in the trade union movement until women are fully incorporated and treated with consistence and equality.

141. Gompers, Samuel. "Working women organize." AMERICAN FEDERATIONIST, 21:231-234, March, 1914.

Historical problems in organizing women workers. Efforts to improve the working conditions of women are attributed to outsiders: men, middle class women's organizations. Protest by unemployed women at Cooper Hall indicative of a new mood among working women. American Federation of Labor Seattle Convention sets up fund for organizing women workers.

142. Green, William. "Campaign to organize women wage earners." (Editorial) AMERICAN FEDERATIONIST, 33:534, May, 1926.

The American Federation of Labor plans a drive to organize women workers in New Jersey. National and international unions interested in organizing women have sent organizers to join in this collective effort. The goal is to bring the percentage of women organized up to the level prevailing among men.

143. Green, William. "Women wage earners." (Editorial) AMERICAN FEDERATIONIST, 32:1004-1005, November, 1925.

The organization of women workers has not kept pace with that of men. As a result, American Federation of Labor unions whose jurisdiction includes women workers will launch a joint-organization drive to unionize women workers.

144. Green, William. "Women wage earners." (Editorial) AMERICAN FEDERATIONIST, 32:273-274, March, 1926.

Predicts that as a result of the Supreme Court decision declaring minimum wage laws unconstitutional women workers will be compelled to organize. Criticizes notion that the primary impediment to organizing women is that they are temporary employees. Cites statistics showing the steady growth of permanent women employees.

145. Henratin, Ellen M. "Organizing for women." AMERICAN FEDERATIONIST, 12:824, November, 1905.

Organization is pointed out as a necessity "in order that women shall meet the modern method of collective bargaining." The present economic situation is seen in the light of increasing demands upon women to assume financial responsibility for the family. But when employers were interviewed as to their reasons for employing women, they answered that women "worked cheaper, were not as organized and still cling to the tenet of individual rather than collective bargaining." The "freedom of contract" concept separated workers from one another.

146. Henry, Alice. THE TRADE UNION WOMEN. New York, Appleton and Company, 1915. 314 pp.

Alice Henry was at one time secretary of the National Women's Trade Union League and editor of its official organ, Life and Labor. A review of the efforts of women to organize and maintain trade unions beginning in the colonial period and continuing into the first decade of the twentieth century. Various sections deal with immigrant women, working women and marriage and methods of organization and conduct during strikes. Of special interest is the section dealing with the division among those women who wish to improve industrial conditions through the vote and those who prefer the union.

147. Herron, Belva M. THE PROGRESS OF LABOR ORGANIZATION AMONG WOMEN. Urbana, University of Illinois Press, 1905. (Studies in the Social Sciences, vol. 1, no. 10)

Twelve important trade unions connected with the AFL-CIO, including the Boot and Shoe Workers, the Typographers and the Garment Workers are studied in this exploration of the development of unionism among women workers. Factors specific to each industry are analyzed as they affect the growth of the trade unions, such as division of labor, the nature of job training and working conditions. Three criteria were viewed as consistent with successful unionizing of female workers: industrial location in areas of high worker organization, the presence of strong male unions and the absence of a strong degree of direct job competition with men.

148. Hochman, Julius. "Organizing the dressmakers." AMERICAN FEDERATIONIST, 36:1462-1467, December, 1929.

Reviews the campaign to organize the dressmakers industry. Discusses the difficulties in organizing employees of sweat shops. Because of the competition presented by the sweat shop many manufacturers have supported the idea of unionization. Article discusses the success of the union in organizing black workers and its rivalry with the communist party.

149. Holmes, Lizzie M. "Women workers of Chicago." AMERICAN FEDERATIONIST, 12:507-510, August, 1905.

A history of organizing of women in Chicago from the earliest period, around 1880. It exposes the work accomplished toward the goal of bringing awareness to women of the principles of fraternity and a sharing of the common interest. Included is the story of early unionizing attempts which proved unsuccessful due to woman's view that marriage rendered her employment temporary. The love of privacy for a great while overcame a consciousness of the collective spirit.

150. "Hosiery workers open campaign." AMERICAN FEDERATIONIST, 38:745-748, June, 1931.

A campaign to stabilize the hosiery industry has been introduced as a result of numerous wage reductions and layoffs. The plan called for by the union entails a forty-eight hour week and standardized wages and working conditions. Where the plan has been introduced greater efficiency has been the result.

151. Hutchins, Grace. WOMEN WHO WORK. New York, International Publishers, 1934. 285 pp.

Chapter XI. Describes the activities and importance of women workers in the strikes from the 1820's to the 1930's.

Chapter XII. The struggle for organizing women workers. Accuses middle class women's organizations of opposing the class struggle. Criticizes the American Federation of Labor for ignoring women workers and discusses its growing opposition to their cause. Examines the militancy of the Women's Trade Union Unity League.

152. Loughlin, Ann. "Women trade unionists." AMERICAN FEDERATIONIST, 42: 1178-1179, November, 1935.

A statement of the General Organizer of the National Union of Tailors and Garment Workers of Great Britain comparing and sympathizing with the problems of American working women. She urges the continuation of the educational program for workers as the only means of preventing long hours and poor wages for women and children.

153. Marot, Helen. AMERICAN LABOR UNIONS. New York, Holt and Company, 1914. 275 pp. See Ch. V, "Organization of Women", pp.65-77.

In this chapter author examines women workers and trade unions. Contends that no discrimination against admitting female workers into membership can be found in union policies. Discrimination exists inside the union in terms of electing officials and delegates because of woman's position in the union and the attitudes of male unionists toward her leadership capabilities. Author also argues the difficulty in organizing women lies in the fact that they are unskilled, temporary workers not interested in permanent organization. Despite these handicaps article describes organized women as ardent strikers. Also discusses the role of the National Women's Trade Union League.

154. National Women's Trade Union League. HOW TO ORGANIZE: A PROBLEM. Chicago, National Women's Trade Union League, 1929. 73 pp.

An examination of the technique used and suggested to organize women. Special interest is paid to organizing young women with the suggestion that the social and cultural approach is the most effective. For the workers at large the time tested policy of "explaining the advantages of organization" is suggested. Methods for dealing with the employers are included. The role of union leader is also defined.

155. Ogden, Jean. "Organizing the food workers." LABOR AGE, 21:13, April, 1932.

A female worker in the food industry describes the poor wages and working conditions of that industry and the willingness of the employees to organize and combat these conditions. The introduction of the Amalgamated Food Workers Union, an American Federation of Labor union, and its eventual dissolution is explained as an unwillingness on the part of the union to channel the militancy of the workers into day to day practical policy.

156. "The organization of women workers." LIFE AND LABOR, 1:342-343, November, 1911.

Six recommendations were adopted at the Third Biennial Convention of the National Women's Trade Union League concerning activities and methods of organizing. They include the formation of classes and mutual benefit societies, that employers be provided with opportunities for complying with union demands prior to a strike, that constructive steps be taken to insure membership security within unions after strikes, that women assume leadership roles and that the education of trade unionists be reinforced.

157. Perkins, Frances. "Women workers." AMERICAN FEDERATIONIST, 36:1073-1079, September, 1929.

Discusses the changes in female employment and its effect on organizing women workers. Only 2½% of the eight and a half million workers are engaged in factory work. Growing numbers of women are entering the trade and transportation industries. Women in these industries are woefully unorganized. Author suggests that the "great mission" of the Women's Trade Union League should be to tear down the distinction between blue and white collar workers. The growing number of part time employees are difficult to organize and their presence seriously undermines the wages of full time employees. The success of the company union in organizing women should be a valuable lesson to the Women's Trade Union League.

158. Robins, Mary Dreier. "How to take part in meetings." LIFE AND LABOR, 1, June-November, 1911.

In a five part series, Ms. Dreier relates organizational advice to women trade unionists. The topics she covers are as follows:

Lesson One: "A General Comment on Parliamentary Law"
Lesson Two: "The Relation of One Motion to Another"
Lesson Three: "The Principle of the Motion"
Lesson Four: "The Question of Reconsideration"
Lesson Five: "How to Preside"

159. Scott, Melinda. "Fourth Biennial outlines organizational work." LIFE AND LABOR, 3:273-276, September, 1913.

National Women's Trade Union League Committee on Organization.

Among the recommendations offered by the Committee: that the demands of any union be presented to management prior to a strike for consideration and possible compliance. It was mentioned that constructive post-strike work would aid in enforcement of agreement stipulations. The Committee stressed that women must become involved in their union organizations, assuming leadership roles especially in male dominated trades. The education of workers to the real meanings of unionism, distribution of union literature among the rank and file and social attractions at union meetings were offered as methods of discouraging apathy.

160. Stevens, George A. NEW YORK TYPOGRAPHICAL UNION NO. 6: A STUDY OF A MODERN TRADE UNION AND ITS PREDECESSORS. Albany, J. B. Lyon Company, 1913. See pages 421-440.

Initially, women were barred from employment in the printing trades on highly subjective and moralistic grounds. Corruption of society was seen as an end result of women working in the composing rooms; this same justification later buoyed the arguments of male trade unionists. This work traces the history of the first women typesetters and their eventual unionization -- first independently and later incorporated into the men's unions. The author cites various editorials expounding on the issue, attentive to the fact that media had a vested interest in the outcome.

161. Sullivan, Olive M. "The women's part in the stockyard's organization work." LIFE AND LABOR, 7:102, May, 1918.

162. Wald, Lillian D. "Organization amongst working women." ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 27:638-645, 1906.

The development of women's trade unions has been hindered by the desire of working women to marry, their insufficient trade training and the easy substitution of cheap and unskilled workers into their occupations. Although women have successfully organized in trades where special skill is required, they will nevertheless require for some time labor legislation regulating hours and working conditions.

163. Walling, William English. "Field of organisation for women workers." AMERICAN FEDERATIONIST, 12:625-627, September, 1905.

In a survey of the field of women's employment which included agriculture, service employees, professional and salaried workers and manufacturing industry employees, the latter was found to number one and a half million by 1905. However, their number was dispersed in a vast number of industrial establishments, so that the most important factor to the success of unionization became the presence of a large group of women workers within a single establishment. Given growth, it is both predictable and possible that women could be effectively mass organized in the trades under present conditions.

164. Wolfson, Theresa. "Trade union activities of women." WOMEN IN THE MODERN WORLD, ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 143:120-131, May, 1929.

Article discusses the difficulties of organizing women and the characteristics of already organized women. Women are a minority in unions and only one in every thirty-four working women is organized. The main obstacles to organization are: women are generaly in unskilled

jobs which are not unionized, and women as wage earners lack group consciousness. The largest union membership of women is found in the needle trade where the International Ladies' Garment Workers' Union prevails. Textiles is another industry in which women are largely organized. However, evidence of unions discriminating against women through the use of auxiliaries is also cited.

Previously organized women are viewed as good trade unionists because they have the desire to fight for ideals. Many women unionists led and supported the struggle for improved sanitary and ventilation conditions in factories and shops, and instituted workers' education programs for union members.

165. Wolfson, Theresa. THE WOMAN WORKER AND TRADE UNIONS. New York, International Publishers, 1926. 224 pp.

A study of historical and current problems impeding the growth of women trade unionism, citing: sociological and psychological background defining woman as inferior and restricting her to certain activities; difficulties in organizing unskilled and temporary working women; reluctance on the part of women workers to accept the paternalism of the trade unions and the state, a preference for equality of opportunity as opposed to "special privileges" and "special legislation."

166. Wolman, Leo. "Extent of trade unionism." ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 69:125-126, January, 1917.

Brief discussion of the problems confronted in organizing women workers. Includes data concerning the total number of women wage-earners as of 1915 and what percentage of the work force they composed in various industries.

167. "Women in industry in New York State." INDUSTRIAL AND LABOR INFORMATION, 2:675, April, 1921.

The report releases the statistics gleaned from the 1920 census. Of major importance to the trade union movement was the estimate that the ratio of women to men industrial workers is 1-4. However, only 10% of the women employed in factories as of this date were unionized. Two major causes were cited as contributing to the lack of membership: the attitude of male union members toward fraternity with women workers and the unskilled nature of most of the jobs procured by women.

168. Women's Trade Union League. "What New York is doing to organize women." AMERICAN FEDERATIONIST, 18:141-142, February, 1911.

The Women's Trade Union League has launched an organization drive among the nation's fifty thousand retail clerks. Effort made by various trade union organizations to arouse the active interest of women's unions in legislation concerning their working conditions.

169. Woodbridge, Alice. L. "Woman's labor." AMERICAN FEDERATIONIST, 1:66, June, 1894.

The characteristic of women to be submissive proves a menace to the welfare of trade unionists who propose that conditions are better where employment is sexually homogeneous. Men's wages will rarely fall below subsistence level, while women will accept less because of the "pin money" and "second breadwinner" concepts of their earning needs. The article vehemently condemns the removal of women from the home as detrimental to the national fabric.

170. Yudelson, Sophie. "Women's place in industry and labor organizations." ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 24:343-353, September, 1904.

Although women have always been a party to the productive processes of society, the advent of the industrial revolution has made it possible for great numbers of women to find employment outside the home and outside the traditional occupations offered to women. The working woman has discovered a new freedom as a result of her economic independence, yet in comparison to her male counterpart her wages are substantially lower. In order to ameliorate the adverse conditions of her labor, the working woman sought membership in labor unions. At first the men were hostile to working women for their intrusion into industry, but when they could no longer deny her existence they welcomed her into their unions.

C. ATTITUDES TOWARD WOMEN IN UNIONS

171. Craton, Ann Washington. "Working the women workers." NATION, 124: 311-313, March 23, 1927.

Article discusses the negative attitudes that men hold toward women in labor unions. Admission of women as officers in the national unions

involves new policies and new responsibilities by unions, which they are generally unwilling to acknowledge. In 1925 the A.F. of L. for the first time produced a "Tentative Plan to Organize Women" and hired a legislative agent from Washington to be in charge of the drive.

172. Fisher, Katherine. "Women workers and the American Federation of Labor." THE NEW REPUBLIC, 27:265-267, August 3, 1921.

A discussion of the discrimination and apathy confronted by working women who have sought admission to the American Federation of Labor. Although the rank and file are often the most hostile to the organization of women workers, in the few cases they have not been, their leaders have still rejected the idea of organizing women workers.

173. Franklin, S. M. "The American Federation of Labor convention." LIFE AND LABOR, 4:361-364, December, 1914.

In spite of the enthusiastic welcome received by the women delegates to the American Federation of Labor convention, the delegates still expressed dismay that their representation was inadequate to the total number of working women.

174. Gompers, Samuel. "Coming into her own." (Editorial) AMERICAN FEDERATIONIST, 22:517-519, July, 1915.

According to Samuel Gompers, women can only achieve equality through industrial freedom. In this struggle the American Federation of Labor extends its organizational hand regardless of "sex, nationality, politics, race or creed."

175. Hauser, Elizabeth J. "Women workers and the labor movement." AMERICAN FEDERATIONIST, 17:305-309, April, 1910.

Statement reflects the American Federation of Labor's support for enfranchising women as a step toward raising the scale of wages for all.

176. Newman, Pauline M. "Difficulties with sister." LABOR AGE, 11:18, April, 1922.

Contrasts the current plight of the organized and unorganized working woman and exposes the tradition of drudgery in labor. The author cites

problems which remain for women members of trade unions: they have no representation on the governing bodies of the labor movement; they are not encouraged to accept positions of leadership and responsibility; they are not being trained to administer their own affairs and overcome difficulties. Two factors emerge as responsible--there is a scarcity of leaders among the women and a remaining antagonism in the men's trade unions.

177. Taber, Esther. "Women in unions." AMERICAN FEDERATIONIST, 13:85-86, February, 1906.

A member of the National Press Committee of the Women's Trade Union League, Ms. Taber depicts the condition and level of organized unionism among women employed in the baking and confectionery industries. Throughout most of the industry men and women register in separate trade unions, and the International upholds a policy of proportionate dues and fees for men and women. As seems universally the case, the chief discrimination towards women is the blatant denial of recognition of the necessity for equalization of wages.

178. U.S. Women's Bureau. THE NEW POSITION OF WOMEN IN AMERICAN INDUSTRY. Washington, Govt. Print. Off., 1920. 158 pp. (Bulletin No. 12)

Appendix B deals with the attitude of labor unions toward admission of women to membership, as shown in excerpts from constitutions and by-laws and in letters written by union officials.

The work as a whole deals with employment of women during and after World War I and their change of status as a result of the war.

179. Valesh, Eva McDonald. "Wage working women." AMERICAN FEDERATIONIST, 13:363-367, December, 1906.

The author claims that the American Federation of Labor "is the only force in society which has concerned itself to any great extent with active and practical work for the advancement of wage earning women." An appeal is made to club women (of independent means). In her citings of the accomplishments of the A. F. of L., the author mentions the joint resolution requiring the Department of Labor and Commerce to investigate and "report upon the industrial, educational, social, moral and physical conditioning of all women wage earners." It is also stated that the A. F. of L. continually exposes the condition of the working woman to the public and thereby obtains its influential support.

180. Ware, Norman J. THE LABOR MOVEMENT IN THE UNITED STATES 1860-1895. New York, Appleton-Century-Crofts, Inc., 1929. 409 pp. (See especially chapter XVI, "Women and The Order," pp. 346-349.)

Discusses the role of women in the Knights of Labor, the social and economic factors impeding their admission, the admission of women to the Order in 1881. Leonora Barry was appointed Chairman of Women's Committee and collected data concerning women's work. Efforts to organize women were unsuccessful; Mrs. Barry resigned as Chairman.

181. "Why not women on A.F. of L. Executive Council?" LIFE AND LABOR, 7: 138, July, 1918.

Editorial.

182. "Women's labor resolution." AMERICAN FEDERATIONIST, 4:219-220, January, 1899.

The American Federation of Labor denies that it supports or endorses the resolution of the Federal Labor Union of Owensboro, Kentucky calling upon the Government to remove the women in its employ. On the contrary, the American Federation of Labor emphatically claims to support the formation of trade unions among working women and the demand that women receive "equal compensation for equal service performed."

III. WORKING CONDITIONS

General studies of working conditions undertaken by the U. S. Women's Bureau and the National Women's Trade Union League comprise this section. Particular attention is given to working conditions resulting from long hours and low wages. Physical factors affecting the working environment have generally been omitted with the exception of studies on the early textile mills.

A. GENERAL WORKS

183. Abbott, Edith. WOMEN IN INDUSTRY; A STUDY IN AMERICAN ECONOMIC HISTORY. New York, D. Appleton and Company, 1913. 409 pp.

This is a comprehensive survey of the position of women in industry from colonial times to 1900. Chapters are devoted to the cotton industry, the early mill operatives and their condition of life and work, the boot and shoe industry, cigar making, clothing and finally the printing industry. Problems of women's wages are discussed. Final chapter deals with public opinion and the working woman. There are many statistical tables plus a bibliography.

184. Anderson, Mary. "What use is the Women's Bureau to the woman worker?" AMERICAN FEDERATIONIST, 36:939-942, August, 1929.

The function of the Women's Bureau is to explain to the public the conditions of working women. The reports authorized by the Bureau deal with wages, hours, sanitary conditions and fatigue. Both management and labor make extensive use of these reports when presenting their case.

185. Anderson, Mary. "Women workers in textiles." AMERICAN FEDERATIONIST, 36:696-699, June, 1929.

Describes the problems of textile workers in the South. Suggests that unemployment, poor wages, long hours and night work can be done away with when the employer realizes that the solutions to these problems will be good for business and the general prosperity of the nation. Author encourages the employees to work in harmony with the employer to solve these problems.

186. Anderson, Mary. "Working conditions." AMERICAN FEDERATIONIST, 32:946-949, October, 1925.

A discussion of poor working conditions and their effect on working women. A variation of standards are practiced by employers. Poor

working conditions are generally accompanied by low wages and long hours. Employers are discovering that good working conditions increase efficiency. Sometimes, as in cases of lead poisoning, poor working conditions are more hazardous to women than to men. Where this situation exists the Women's Bureau suggests that women be prohibited from that occupation.

187. Bronson, Charlotte. "Because I am a woman." LIFE AND LABOR, 10:173-174, June, 1920.

The personal study of a young woman employed in the photography industry includes a witness to the poor working conditions, long hours and low wages.

188. Butler, Elizabeth Beardsley. WOMEN AND THE TRADES. New York, Russell Sage Foundation, 1910. 417 pp.

A survey of the women-employing trades of Pittsburgh. The survey describes the work done by women as unrewarding, monotonous and requiring very little skill. The problem is that the length of the working day, the conditions of the workshop, and the assignment of tasks are all determined by considerations of "mechanical dexterity," "exigencies of the trade" and "condition of the machines," but never the human factor. Book includes appendices and bibliography.

189. Carlton, Frank T. "Crusade to improve working conditions." LIFE AND LABOR, 4:108-109, April, 1914.

Early reformers interested in the improvement of working conditions, like Mathew Carey, hoped to improve conditions for working women by appealing to the generosity and altruism of the employers. With the advent of reformers like Leonora Barry of the Knights of Labor, working women began to seek improvements through the use of the union. While nothing has yet replaced the effectiveness of the union, industrial warfare has been replaced by systematized negotiations and the appeal to public intervention.

190. "The day's work in a cannery." From a factory girl's diary. LIFE AND LABOR, 2:326-328, November, 1912.

191. De Graffenreid, Claire. "Conditions of wage earning women." FORUM, 15:68-82, March, 1893.

A survey of economic and social conditions of working women in different sections of the country. Examined in each section is the extent of legislative regulation of wages and the hours and working conditions for women. Included also are the problems of cheap immigrant labor, tenement living, unemployment and prostitution.

192. Dorr, Rheta Childe. "Bullying the woman-worker." HARPER'S WEEKLY, 51: 458-9, March 30, 1907.

How female labor in the shops and factories is obtained by means of ruthless oppression and violation of the law by employers.

193. Fawcett, Edgar. "The woes of the New York working-girl." ARENA, 5: 26-35, 1891/92.

A description of the working and living conditions of working girls in New York City. Among the topics included are: life in the tenements, the dangerous and monotonous work, and the aspirations of these girls.

194. Funk, Bertha. "The girl in the gas mask plant." LIFE AND LABOR, 8: 90-91, April, 1919.

In view of the war time phenomena involving vast increases in the number of women employed in industry, certain effects can be anticipated which have important repercussions in the union movement. The period featured a temporary relief from low wages but in its haste to meet high production demands, industry maintained subhuman conditions of work and demanded long hours. Drawing from a vivid description of employment in a gas mask factory, the author reinforces new pleas for tighter union organization reaching all women wage earners.

195. "The girl's own stories." LIFE AND LABOR, 1:51-52, February, 1911.

An unnamed young clothing worker relates the hardships particular to her industry. Poignant description of shop conditions and incidents render this a vivid account of the struggles which preceeded the Chicago garment workers' major strike.

196. Henry, Alice. "The way out." LIFE AND LABOR, 2:120-121, April, 1912.

In the aftermath of the Triangle Fire (which took the lives of 147 shirt waist workers), the Women's Trade Union League responded with an

extensive investigation of safety and shop conditions affecting some 18,000 workers. The results proved a severe condemnation of industry profiteering at the expense of the welfare of young women. It cited the "irrefragable connection between the remorseless pursuit of profits unchecked by any motion of moral responsibility."

197. Holmes, Lizzie M. "Not by bread alone." AMERICAN FEDERATIONIST, 9: 11-14, January, 1902.

The story of two sisters condemned to sustain themselves in a life of drudgery as textile workers. The younger of the two is in ill health and is rescued by a wealthy woman who becomes active in alleviating the hardships of working women. The work is indicative of the widespread movement among women of independent means to assume a social consciousness, many donating funds for the purpose of union organizing.

198. Josephson, Hannah. GOLDEN THREADS; NEW ENGLAND'S MILL GIRLS AND MAGNATES. New York, Duell, Sloan and Pearce, 1949. 325 pp.

Perhaps one of the definitive works studying the developments at Lowell, Mass. The requirements which gave rise to the Lowell System, the quality of the life and conditions, and attractions which gave rise to the assimilation of hundreds of New England girls into industrial life are examined.

As Lowell expanded far beyond the hopes of the textile magnates, the problems which precipitated a deteriorization emerged. Contributing to the decline were the waves of immigrants who were able to underbid the mill girls, the poor planning of accommodations and the colorless, impersonal regimentation that was almost unavoidable as the industry grew.

199. Larcom, Lucy. NEW ENGLAND GIRLHOOD. New York, Houghton, Mifflin and Company, 1889. 274 pp.

A personal depiction of life at Lowell in its early years is included in this author's reminiscence of her New England childhood. One of the contributors to "Lowell Offering," Lucy Larcom describes the working atmosphere in the mills as well as the life which centered around them.

200. MacLean, Annie Marion. WAGE EARNING WOMEN. New York, Macmillan, 1910. 202 pp.

Early efforts of the Young Women's Christian Association produced this geographically organized study of the conditions of women in industry. Rural and urban employment are compared and the studied areas include New York, Chicago, Iowa, Pennsylvania and the western portion of the country. The author proposes standardization of state labor laws, attention to the shorter work day, health conditions and wage rates paid to women. Her particular concern is for the life style of the factory girl, which she describes as monotonous to the point of psychological hazard. She suggests that communities construct recreation facilities and programs for the alleviation of the workers' burden.

201. Mann, Annette. WOMEN WORKERS IN FACTORIES. The Consumers' League of Cincinnati, 1918. 45 pp.

Representatives of the Consumers' League have been authorized by the Industrial Commission of Ohio to make a complete investigation of the working conditions of women in Cincinnati factories with the purpose of establishing guidelines for female employment. Included is a summary of the conditions investigated as well as recommendations for legislation and welfare work.

202. Nagler, Isidore. "Wages, hours and employment." AMERICAN FEDERATIONIST, 36:1468-1471, December, 1929.

Statistics for wages and hours of the dressmakers' industry since 1859 are presented. Comparison of these statistics since the industry was unionized reveals substantial improvements for the workers. Problems of enforcing contracts with the employers are mentioned as well as the internal strife between the international union and the communist dominated locals. The biggest problem of the union is securing a lengthened work period and high wages as a means of counteracting the seasonal nature of the industry.

203. Nestor, Agnes. "A day's work making gloves." LIFE AND LABOR, 2:137-139, May, 1912.

A laborer's account of the daily routine in one of the garment factories, depicting the hardships and unwarranted demands placed on workers.

204. Pesotta, Rose. "Women in the labor movement." ROSE PESOTTA PAPERS. New York Public Library, n.d. 3 pp.

In spite of the employer who prides himself as a benefactor because he employs women, the fact remains that women will receive less wages than

men doing the same work and will continue to be tossed aside for machines which can do their work more profitably. Women will continue to be exploited and men will continue to lose their jobs to women until working women are accepted as equal members of society and the labor movement.

205. "Pilgrim's progress in a packing house," by the Pilgrim. LIFE AND LABOR, 10:35-38, February, 1920.

After receiving a college degree, an unnamed young woman spent several years as a social worker and subsequently became a labor activist. Her report on the packing industry is the first in a series of exposes which examine the daily routine and hardships suffered by trade workers.

206. Potter, Francis Squire. "Shall women be heard." LIFE AND LABOR, 2:9, January, 1912.

Editorial appealing to women wage earners on behalf of upgrading their standard of living, working conditions and pay scales.

207. Roberts, Peter. "Employment of girls in textile industries of Pennsylvania. ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 23:434-444, 1904.

The wages, hours and working conditions of girls employed in the textile industries of Pennsylvania are examined with the aid of numerous private and public reports dealing with various aspects of that industry.

208. Robins, Margaret Dreier. "Women in American industry," LIFE AND LABOR, 1:324-325, November, 1911.

Juxtaposes the findings of Mathew Carey in 1829 with those of Mary E. McDowell seventy-five years later. At both periods the abhorrent conditions under which women in industry worked and their low wages were exposed. Mr. Carey proposed that the situation existed only by virtue of the ignorance of employers. He suggested that once made aware of the necessity for a living wage, employers would comply. Three quarters of a century later, Ms. McDowell recognized the necessity for strong unionism to both initiate and maintain a decent standard of living.

209. Robinson, Harriet J. LOOM AND SPINDLE. New York, T. Y. Crowell and Company, 1898. 216 pp.

The Lowell Factory System proposes the idea that the corporation should have a soul and exercise a paternal influence over the lives of their

operatives. Harriet Robinson was one of its first "mill girls" and she writes an account of the New England cotton mills that is both an economic history and an autobiographical narrative. She describes an environment which served to elevate workers, stimulating their self-improvement through special societies and projects such as the publication of the Lowell Offering. The periodical was sustained by the literary interests of the mill girls and received critical acclaim which compared it to literary publications both here and abroad.

The author concludes with a post-era examination of Lowell and propses that the solution to the labor problem is not in strikes, but in the elevation of workers by their employers, a recognition of mutual interests and a fair distribution of profits.

210. Deleted

211. Stokes, Rose H. Phelps. "The condition of working women, from the working women's point of view." ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 27:165-175, 1906.

The working woman sees no justice in an economic system which requires that she labor long and hard hours until she is physically and mentally exhausted while other women through the accident of birth "may waste in idleness and luxury." Nor does she believe there is justice in an industrial system which "perpetuates conditions inimical to health and to character." In spite of the efforts of the "friendly" employer to promote "social and recreational interest of working women" all that a woman desires is fair hours of labor and fair pay for her labor. The working woman however does not object to the accumulation of wealth when it harms no one, but when it is accumulated by those who ignore the conditions under which the gain is produced "she cries out in revolt."

212. Sumner, Helen L. "Historical development of women's work in the United States." THE ECONOMIC POSITION OF WOMEN, PROCEEDINGS OF THE ACADEMY OF POLITICAL SCIENCE, 1:11-26, 1910.

Author relates the transition of women's work from the home and home industries to the factory. Causes of this change are the introduction of machinery, artificial power, and division of labor. Long hours, bad conditions, and low wages are cited as characteristic of women's work. Author contends that women's wages are low because they tend to be inflexible and are subject to prejudice and exploitation more than the demand and supply situation. Trade unions, industrial education and legislation have been the chief forces aiming to improve the conditions of working women.

213. Trax, Lola Carson. "Working women in Maryland." LIFE AND LABOR, 3: 100-104, April, 1913.

Summary of the Women's Trade Union League's investigation of wages, hours, working conditions and length of employment of working women in Maryland. The industries investigated include: clothing, canning, tobacco, caps and straw hats, cotton duck and candies.

214. U. S. Bureau of Labor Statistics. SUMMARY OF THE REPORT ON CONDITIONS OF WOMEN AND CHILD WAGE EARNERS IN THE UNITED STATES. Washington, Govt. Print. Off., 1916. 445 pp. (Bulletin No. 175)

A summary of the nineteen volumes dealing with women and child wage earners. Chapter ten deals specifically with the history of women in trade unions.

215. U. S. Women's Bureau. EMPLOYMENT OF WOMEN IN TENNESSEE INDUSTRIES. Washington, Govt. Print. Off., 1937. 63 pp. (Bulletin No. 149)

A study of the hours and wages of women workers in Tennessee industries. Includes a comparison of wages and hours between men and women and white and black working women. A description of working conditions for sixteen industries is also included.

216. U. S. Women's Bureau. WOMEN IN ALABAMA INDUSTRIES: A STUDY OF HOURS, WAGES AND WORKING CONDITIONS. Washington, Govt. Print. Off., 1924. 86 pp. (Bulletin No. 34)

Study reveals that the State of Alabama has no legislation limiting long hours, providing a minimum wage, prohibiting night work or establishing standards of working conditions. Report concludes with the suggestion that Alabama profit by the experience of other states in establishing industrial standards.

217. U. S. Women's Bureau. WOMEN IN DELAWARE INDUSTRIES: A STUDY OF HOURS, WAGES AND WORKING CONDITIONS. Washington, Govt. Print. Off., 1927. 156 pp. (Bulletin No. 58)

A survey of hours, wages and working conditions in Delaware describes the standard of legal protection for women as being "not particularly high." Although State law provides for a ten-hour day and a fifty-five hour week, many employers have instituted daily schedules of less than ten hours and weekly schedules of less than fifty-five hours. Wages are found to be "lower than the median shown for the majority of other states investigated by the Bureau." Earnings of Negro women

are considerably less than those of white women in all industries surveyed. Working conditions in the factories of the State are described as "leaving much to be desired." Problems of health and congestion are particularly severe in the quarters provided for migrant workers by the canneries. Includes data for the individual worker.

218. U. S. Women's Bureau. WOMEN IN GEORGIA INDUSTRIES: A STUDY OF HOURS, WAGES AND WORKING CONDITIONS. Washington, Govt. Print. Off., 1922. 89 pp. (Bulletin No. 22)

A survey of Georgia industries examining the wages, hours and working conditions of women workers. Conditions in Georgia industries are characterized by long hours, poor wages and inadequate working conditions. Report concludes that the community and State must establish standards and provisions for their enforcement.

219. U. S. Women'sBureau. WOMEN IN ILLINOIS INDUSTRIES: A STUDY OF HOURS, WAGES AND WORKING CONDITIONS. Washington, Govt. Print. Off., 1926. 108 pp. (Bulletin No. 51)

A survey of hours and working conditions of working women, emphasizing the comparison between Chicago and the rest of the State. Although the State has a ten-hour day the majority of working women, especially those employed in Chicago, work nine hours a day or less. This situation cannot be overestimated since a great deal of time is lost due to unemployment, turnover and personal absence. Working conditions in the State as a whole "fail to come up to a satisfactory level." Conditions in modern factories however are decidedly better, and since Chicago has a greater share of these factories, conditions there can be regarded as superior.

220. U. S. Women's Bureau. WOMEN IN KENTUCKY INDUSTRIES: A STUDY OF HOURS, WAGES AND WORKING CONDITIONS. Washington, Govt. Print. Off., 1923. 114 pp. (Bulletin No. 29)

A survey of Kentucky industries examining the wages, hours and working conditions of women workers. There are few if any laws regulating hours, wages and working conditions. As a result the conditions for the majority of women are bad. In spite of this a number of progressive employers have established the eight-hour day, a minimum wage and have provided adequate working conditions. For the majority of women State legislation establishing high industrial standards is needed.

221. U. S. Women's Bureau. WOMEN IN MARYLAND INDUSTRIES; A STUDY OF HOURS, WAGES AND WORKING CONDITIONS. Washington, Govt. Print. Off., 1922 96 pp. (Bulletin No. 24)

A survey of Maryland industries examining the wages, hours and working conditions of women workers. In spite of a trend toward the eight-hour day, hours in Maryland industries are still long. Wages are low and working conditions are woefully inadequate. Includes statistics of women workers concerning their age, nativity, time in the trade, time with present employer and conjugal and living conditions. Concludes that "antiquated conditions" and "old methods" are retarding certain enlightened and progressive forces in Maryland industry. Suggests that Maryland establish "legally standardized working conditions."

222. U. S. Women's Bureau. WOMEN IN MISSISSIPPI INDUSTRIES; A STUDY OF HOURS, WAGES AND WORKING CONDITIONS. Washington, Govt. Print. Off., 1926. 89 pp. (Bulletin No. 55)

A survey of the number of hours worked by women in Mississippi reveals that in no other state investigated are there found "so large a proportion of the women reported on a schedule of sixty hours or more."

"Over one-third of the women employed in the plants surveyed are expected to put in a regular working day longer than ten hours," though there is a State law limiting the working day of women to ten hours. Wages are also reported to be lower than in other states surveyed. Working conditions are described as leaving much to be desired.

223. U. S. Women's Bureau. WOMEN IN NEW JERSEY INDUSTRIES; A STUDY OF WAGES AND HOURS. Washington, Govt. Print. Off., 1924. 99 pp. (Bulletin No. 37)

Survey reveals that laws regulating wages and hours in New Jersey are not "high" in comparison with other states. In spite of the inadequate laws, statistics show that the majority of women in that State work less than forty-eight hours, and receive high wages. Nevertheless these statistics represent averages, and, as a result, a minority of women work long hours and receive low wages. It is for the minority of women that improved legislation is suggested. Includes data for women workers relating to their age, nativity, conjugal condition, living conditions and education.

224. U. S. Women's Bureau. WOMEN IN OHIO INDUSTRIES; A STUDY OF HOURS AND WAGES. Washington, Govt. Print. Off., 1925. 137 pp. (Bulletin No. 44)

Survey reveals that Ohio compares favorably with other states in the matter of legislation limiting the number of hours worked by women. Wages however compare unfavorably with the other states surveyed. Ohio

remains one of the few states which does not have minimum wage laws. As a result the earnings of many women are below a "living wage."

225. U. S. Women's Bureau. WOMEN IN OKLAHOMA INDUSTRIES; A STUDY OF HOURS, WAGES AND WORKING CONDITIONS. Washington, Govt. Print. Off., 1926. 118 pp. (Bulletin No. 48)

Survey reveals that in regard to wages, hours and working conditions Oklahoma occupies a "middle ground" in comparison with other states. Although State law limits excessive hours, there still remains the six-day work week. Wages are found to be low for approximately fifty per cent of all working women in the State. Working conditions in many industries are described as inadequate. Report concludes that since industrial activity is relatively new, the State may be able to avoid the "evils" found in "old establishments." Includes data concerning: age, nativity, conjugal conditions, living conditions, home responsibilities, and education of women workers.

226. U. S. Women's Bureau. WOMEN IN RHODE ISLAND INDUSTRIES. Washington, Govt. Print. Off., 1922. 73 pp. (Bulletin No. 21)

A survey of Rhode Island industries examining the wages, hours and working conditions of working women. Report concludes that Rhode Island occupies "a middle ground in the matter of the industrial status of women" and suggests the need for more progressive legislation.

227. U. S. Women's Bureau. WOMEN IN SOUTH CAROLINA INDUSTRIES; A STUDY OF HOURS, WAGES AND WORKING CONDITIONS. Washington, Govt. Print. Off., 1923. 128 pp. (Bulletin No. 32)

A survey of South Carolina industries examining the wages, hours and working conditions of women workers. South Carolina industries are described as having low wages, long hours and inadequate working conditions. The little protective legislation there is, is narrow in comparison to the problems and too vague to be worthy of prosecution Report concludes that the State has the responsibility of establishing higher industrial standards.

228. Valesh, Eva McDonald. "Women and labor." AMERICAN FEDERATIONIST, 2: 221-223, October, 1896.

The great majority of working women in America did not voluntarily enter the labor market, but rather were forced to do so out of economic neces-

sity. The result has been that women work long hours for poor wages. At the same time their willingness to work for cheap wages has had the effect of reducing the wages of men, and driving them out of work. If men and women are organized then "Every improvement in conditions obtained by the men in any craft means less need for the women of their class to seek employment, in order to aid in supporting their families." Because women bear the future of any society, those working should be protected from physically debilitating working conditions. The sure way to insure this is the organization of women into trade unions.

229. Van Kleeck, Mary. WOMEN IN THE BOOKBINDING TRADE. New York, Survey Associates, Inc. 1913. 270 pp.

Sponsored by the Russell Sage Foundation, this is a study of problems confronting women wage-earners in a predominantly female industry. Primarily concerned with poor wages, long hours, night work, unemployment, and unsanitary conditions, it includes an appendix of educational characteristics and hours of work for 4,519 working girls in New York City.

230. Van Vorst, Bessie and Marie Van Vorst. THE WOMAN WHO TOILS. New York, Doubleday, 1903. 303 pp.

The women workers are described as "one vast class of slaves, miserable drudges, doomed to dirt, ugliness and overwork from birth until death" in this account of the life styles of women employed industrially. The authors spent two years posing as factory girls in an attempt to portray the problems inherent in the system of manpower with authenticity. They were employed in a Pittsburgh factory, as garment workers in Chicago, shoe workers in Lynn, Massachusetts and mill girls in Perry. Among the distinctions drawn which serve to complicate the organizers' problems is the fact that there are two basic types of working women -- those who are self-supporting by necessity and those who desire greater independence, ability to purchase luxury items and greater freedom of movement. Many vignettes are included in the work depicting the plights, ambitions and hopes of young workers.

231. Wells, E. L. "Women and child wage-earners in the United States." AMERICAN ECONOMIC REVIEW, 2:436-442, June, 1912.

A description of the investigation conducted by the Secretary of Commerce and Labor on "the conditions surrounding women and child workers in the United States wherever employed, with special reference to their age, hours of employment, term of employment, health, illiteracy, sanitary and other conditions surrounding their occupation, and the means employed for the protection of their health, persons, and morals."

232. "Women and children in industry." OUTLOOK, 83:12, May 5, 1906.

Discussion of a bill pending in Congress which would give the Department of Commerce the authorization to investigate the industrial, social, moral, educational and physical conditions of employed women and children. It is hoped that the information collected will promote state legislation of laws protecting the labor of women and children.

233. Yudelsohn, Sophie. "Women in unions." AMERICAN FEDERATIONIST, 13:19-21, January, 1906.

Compares the function of "home workers" to that of strike breakers, in that their availability is used by employers to check independent actions by factory workers. It reveals that the wages of home workers are lamentably low universally and divides the home workers into three distinct groups: 1. City women confined to the home by children, ill health or old age. 2. Farmer's wives who must contribute to the family income. 3. The daughters and wives of white collar workers who desire pin money. Ms. Yudelsohn describes the conditions in the factories and appeals to workers on behalf of unionism.

B. WAGES

234. "American women at men's work." HARPER'S WEEKLY, 51:831, June 8, 1907.

Editorial dealing with unequal wages for equal work pointing to women's inability to vote as one cause of women's low wages. Claims that men, especially in labor unions, are becoming concerned with women's dilemma of unequal wages and poor working conditions.

235. Anderson, Mary. "Wages for women workers." ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 81:123-129, January, 1919.

Arguments for "equal pay for equal work" are presented as well as the employers' defense for why women's wages should remain below that of men. Employers are encouraged to pay better wages as a means of increasing employee productivity and decreasing "labor turnover." When questions regarding wages arise they can best be handled by collective bargaining and arbitration.

236. Anderson, Mary. "Women's wages." AMERICAN FEDERATIONIST, 32:681-683, August, 1925.

Investigations conducted by the Women's Bureau reveal that in those states where there are no minimum wages, wages tend to be abnormally low. Low wages are not only a menace to the individual woman and her family, but also threaten those of men. Author suggests that wages be established according to occupation and not on the basis of sex or race.

237. Andrews, Irene Osgood. "Relation of irregular employment to the living wage for women." AMERICAN LABOR LEGISLATION REVIEW, 5:287-418, June, 1915.

Article analyzes and presents the effect of irregular unemployment upon the income of women workers. Author contends that rate of pay gives little indication of the actual earnings of women workers. A living income is dependent upon both wages and regular employment. Women are faced with greater unemployment than men because employers believe women do not seriously desire permanent employment and because of the fact that many women do leave the labor market within several years. Several industries included in the examination of irregular employment include: the paper box industry, confectionery, clothing and shirtmaking.

238. Brandeis, Louis I. et al. "Case for minimum wage, a symposium." SURVEY, 33:487-515, February 6, 1915.

Symposium is a collection of seven articles advocating minimum wage legislation. Articles included discuss the status and constitutionality of minimum wage legislation. The use of wage boards in Australia and the minimum wage in England are examined. Other articles in the symposium explore wages in New York, the question of minimum wage as a menace to industry, and the expenditures of 300 working girls earning a weekly wage of less than $10.

239. Carroll, Mollie Ray. "Women workers and the minimum wage." AMERICAN FEDERATIONIST, 32:1155-1158, December, 1925.

Consequences for women workers as a result of Supreme Court ruling which declared minimum wage legislation unconstitutional. Suggested alternatives include the Massachusetts non-mandatory minimum wage plan which provides for the establishment of a minimum standard of living. Discusses four types of women workers: home workers, working mothers, temporary workers, and permanent workers; also discusses the possible alternatives to the minimum wage.

240. Cohn Fannia M. "Shaw speaks to women." LABOR AGE, 17:22, October, 1928.

George Bernard Shaw's "Intelligent Women's Guide to Socialism and Capitalism" contains a section of Law of Wages for Women proposing the theory that manufacturers exploit women on the grounds that their employment is temporary. The reasoning is that lower wages compensate for time lost in training, when in reality most of the jobs procured by women are of an unskilled nature. Shaw insists that the root cause of the exploitation is grounded in a masculine tradition which protests women's presence in industry.

241. "Equal pay for equal work," In Havelock Ellis, THE PHILOSOPHY OF CONFLICT... Freeport, New York, Books for Libraries Press, 1970, pp. 175-185. (first published in 1919)

Author discusses the concept of equal pay for equal work in the context of number of dependents, physical strength, and mental ability of male and female workers. The first notion deals with the idea that men generally have more dependents than women and, therefore, should be paid more. Author refutes this idea by asking how children can be more dependent on their father than their mother. Also families without fathers are not taken into consideration. In terms of physical strength author points out anthropological data that women have two-thirds the strength of men. Dealing with mental aptitude women have also shown inferior ability. However, author admits that this measure may not be valid since it is difficult to find jobs in which women perform the same work as men. Author feels equality of work and pay can be attained in higher vocations, such as teaching, but women should stay out of factories where industrial conditions were made by and for men.

242. Fawcett, M. E. "Equal pay for equal value." CONTEMPORARY REVIEW, 114: 387-390, October, 1918.

The emphasis of equal pay for equal work resulting from cheap wages for women calls for an alliance of laborers to support wage increases for women and a similar resolve of women not to undercut wages.

243. Gilson, Mary B. "Wages of women in industry." INDUSTRIAL MANAGEMENT, 61:427-31, June 1, 1921.

First of a two part series dealing with equal wages for equal work discusses "time work," piece rate, and minimum wage as three methods of pay and why they are not equitable. Time work, or an established daily wage,

is not favored because the conscientious worker receives the same pay as the lazy worker. Piece rates are disliked because they tend to cut rates while increasing output. Author also disapproves of minimum wage legislation that deals only with women. She feels that many injustices and inequalities would be eliminated if legislation were enacted for both men and women. The stand of the National Federation of Business and Professional Women against all practices of sex discrimination is viewed as a positive step toward eliminating wage discrimination against women.

244. Gilson, Mary B. "Wages of women in industry." INDUSTRIAL MANAGEMENT, 63:37-42, July 1, 1921.

Second of two articles by the author cites examples of wage discrimination against women. Author contends that this discrimination can be eliminated by disproving generalizations about women as workers. Women must stop regarding or permitting themselves to be regarded as cheap labor by demanding that they be paid by individual merit, not on the basis of unsound generalizations. Concludes that the solution to the problem of unequal wages for women lies in basic philosophies and attitudes, not any particular method or technique.

245. Gompers, Samuel. "Women's wages and morality." (Editorial) AMERICAN FEDERATIONIST, 20:465-467, June, 1913.

Conclusions of the Illinois State Committee investigating prostitution. Employers deny any connection between poor wages and prostitution. Breakdown on expenditures of single working girl. No correlation between the value of services rendered and the wages received.

246. Gordon, Mrs. M. L. J. DEVELOPMENT OF MINIMUM-WAGE LAWS IN THE UNITED STATES, 1912-27. Washington, U.S. Department of Labor, Women's Bureau, 1928. 635 pp. (Bulletin No. 61)

An in depth study of minimum wage laws in the United States. Reviews the organization, administration and enforcement of minimum wage laws. Many aspects of the laws in operation are discussed. In cases where the courts have ruled the minimum wage unconstitutional, alternative laws serving the same function are studied.

247. Herstein, Lillian. "Women discuss wages." AMERICAN FEDERATIONIST, 36:949-959, August, 1929.

Article is a summary of women's wages, the topic of the 1929 Convention of the National Women's Trade Union League. Categories discussed include: general wage trends 1925-29; differences between the wages of men and women; and problems involved in raising the wage level. Statistics quoted in the article show that while average hourly earnings doubled and the cost of living increased since 1914, women's earnings are only an average of 55% of men's average weekly earnings. Article also points out that women are more irregularly employed in industry than men, regardless of economic conditions. The number of women in trade unions is absolutely small and also relatively small in comparison to men and to the number of working women. Seasonal workers, such as teachers and college students, are accused of promoting irregular employment for waitresses and cooks. Trade unions are also blamed for their failure to organize a larger number of working women.

248. Holcombe, A. N. "The effects of the legal minimum wage for women." ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 69: 34-41, January, 1917.

A study of the different types of minimum wage laws existing in various states. Although the laws range from compulsory to recommended wage rates, they are similar enough to enable evaluating them as a whole. In states having such legislation it was found that those employees receiving above and below the suggested minimum wage, received an increase in wage and employment was more regular. In response to its critics it was found that the minimum wage did not result in the replacement of women by men nor did it result in a decrease in efficiency.

249. Hutchinson, Emilie J. WOMEN'S WAGES. New York, Columbia University Press, 1919. 179 pp. (Studies in History, Economics and Public Law, vol. 89, no. 1)

Effects of World War I on expanding the role of women in industry. Reports submitted by state labor bureaus comparing the wages of women with those of men. Study of factors affecting women's wages. Proposals for improving wages and working conditions among women workers. Includes discussions of minimum wage legislation, its pros and cons; trade unionism; attitudes of organized labor concerning minimum wage legislation; and discrimination by males concerning the admission of women to trade unions.

250. Johnson, Ethel M. "Fifteen years of minimum wage in Massachusetts." AMERICAN FEDERATIONIST, 35:1469-1477, October, 1928.

The significance of the Massachusetts minimum wage law is that it remains the only law of its kind which has not been declared unconstitutional by the U.S. Supreme Court. Similar laws in other states have required a "mandatory" minimum wage, whereas that of Massachusetts has been "recommendatory." Although the "recommendatory" nature of the Massachusetts law has protected it from the legal onslaught of its opponents, it has also left it with no provision for enforcement other than public opinions. The fickle and indifferent nature of public opinion has often provided its enemies the opportunity to diffuse the law's effectiveness.

251. Johnson, Ethel M. "The problem of women in industry." AMERICAN FEDERATIONIST, 33:974-977, August, 1926.

Describes the composition of working women in Massachusetts. Includes percentages for foreign born, age, industries, and extent of unionization. Suggests that women's wages are low because they are unskilled and do less difficult work. Concludes that legislation is thus the only protection for women workers and should be strenuously defended.

252. Kuczynski, Jürgen and Margaret Steinfeld. "Fluctuations of wages of female and unskilled male workers." AMERICAN FEDERATIONIST, 34:963-965, August, 1927.

Comparisons between 1910 and 1920 statistics showing the total number of women workers and their distribution in various industries. Wages of women are below that of skilled, unskilled, unionized, and non-unionized male workers. Wages of women still insufficient for self-support.

253. Lutz, A. "Women and wages." NATION, 139:440-441, October 19, 1934.

Article questions the benefits of labor legislation on women's wages. Need for legislation is indicated because of their lack of union membership which has not been encouraged on an equal basis with men by the American Federation of Labor.

254. Marot, Helen. "Trade unions and the minimum wage boards." AMERICAN FEDERATIONIST, 22:966-969, November, 1915.

Criticizes unions and reformers who support a minimum wage for women workers on the assumption that they do not organize as well as men, hence they need state protection. Argues that in practice the minimum

wage has become the maximum wage and that the public interest supercedes that of the worker. Concludes that only through the unions can the worker ever hope to achieve anything above a subsistence wage.

255. Mason, Ethel and S. M. Franklin. "Low wages and vice--are they related?" LIFE AND LABOR, 3:108-111, April, 1913.

Exposes the inhuman conditions under which women and children earn their livings in the tenements. Questions the employer's responsibilities for the moral downfall of his underpaid employees. It presents the argument used by individual states in opposition to a minimum standard of wage: that it would render competition impossible between themselves and other states which have not enacted such a law.

256. Millis, H. A. "Some aspects of the minimum wage." JOURNAL OF POLITICAL ECONOMY, 22:132-159, February, 1914.

The industrial situation of women with reference to statistical data is presented as a justification for the minimum wage. Discussion of extending the minimum wage to men is regarded as unnecessary owing to the competitive ability of men, greater job mobility and the capability of conserving their interests through organization. The author suggests that complementing the minimum wage there should be an industrial education program for women and the adoption of an immigration policy restricting cheap immigrant labor.

257. National League of Women Voters. Women in Industry Committee. WOMEN'S WAGES AND THE COST OF LIVING. Chicago, 1923. 15 pp.

A study of the cost of living and the wages received by working women. The report reveals that the wages of women are inadequate for their standard of living and as a result the difference is supplemented by the collective wages of the family, borrowing from a "friend" or from the public and private charities. The report recommends the use of a minimum wage to insure a balance between wages and the cost of living.

258. Nienburg, Bertha M. "Some difficulties of minimum wage commissions in times of business depression." LIFE AND LABOR, 11:99-102, April, 1921.

Women wage earners affected by crippling of industry. Change of wage rates has little effect on operating costs. Problem of man labor vs. women labor.

259. Pearlson, Jeanne S. EQUAL PAY FOR WOMEN: ITS DEVELOPMENT IN THE UNITED STATES. 1953. Ph.D. Economics, Radcliffe College.

260. Persons, C. E. "Women's work and wages in the United States." QUARTERLY JOURNAL OF ECONOMICS, 29:201-34, February, 1915.

A study of women's work and wages revealing that the actual average earnings of women are "well below the proposed legal wages of $8.00 per week or more." Reasons cited for the poor wages are: immobility; "youthful" character of the force, signifying inefficiency; inexperienced workers, due to temporary stay in the labor force; competition of immigrants, willing to work at low standards and for poor wages; and the fact that their wages are subsidiary to the family income. The greatest problem, the lack of skill, has placed the labor of women in a "separate non-competing group lower than any male group." Solutions entertained include: raising the legal age of employment, restricting the flow of immigrants, a trade-training program for women, and the passage of minimum wage laws.

261. "Porcelain workers win better conditions." LIFE AND LABOR, 3:80, March, 1913.

The settlement terms of the successful strike waged by women workers of the porcelain industry. Included in the settlement is a weekly minimum wage of $5 and recognition of the union.

262. "The protocol meeting the cost of living." SURVEY, 38:249, June 9, 1917.

As a result of the efforts of the Joint Board of Arbitration established between the Amalgamated Clothing Workers and Hart, Schaffner and Marx, the employees will have their wages adjusted to the increased cost of living. This adjustment is part of a protocol between the company and the union granting the union the right to negotiate a new settlement in the case of a general rise in wages or a shortening of hours throughout the industry or any other condition of a permanent nature.

263. Reeder, Robert P. SUMMARY OF AWARDS OF THE NATIONAL WAR LABOR BOARD: UPON THE RIGHT TO ORGANIZE: WOMEN IN INDUSTRY: HOURS OF LABOR. Washington, National War Labor Board, 1919. (Mimeographed) 60 pp.

A summary of the principles and decisions laid down by the National War Labor Board to regulate relations between management and labor during the period of the First World War. In a section regarding women in industry, the board guarantees working women "equal pay for equal work and protection against sex discrimination in hiring."

264. "Report of Industrial Relations Commission." LIFE AND LABOR, 5:142-145, September, 1915.

A review of the report by the U. S. Commission on Industrial Relations. Concerning women, the authors cite the importance of the working woman's wage to the entire family, the inadequacy of that wage and the detrimental effect the poor wages of women have on competing males. In conclusion, the authors endorse the organization of women workers and laws abiding and enforcing that end.

265. Robins, Margaret Dreier. "The minimum wage." LIFE AND LABOR, 3:168-172, June, 1913.

The National Women's Trade Union League supports the demand for a minimum wage because the freedom of opportunity for the individual has been destroyed by monopoly rights and special privilege and because many working women, whose entire wage is contributed to the family, are unable to raise their standard of living any other way. Unlike many critics, the Women's Trade Union League denies that women's wages will increase when they learn a skill; instead, they cite numerous skilled working women who do not earn a living wage. In conlcusion, the League asserts that sociological and physiological menace of low wages are a danger to the community.

266. Ryan, Rev. John A. "Guaranteeing a living wage by law." LIFE AND LABOR, 2:84-85, March, 1912.

Since neither the free action of the market nor the organization of workers has succeeded in helping the great mass of working men and women raise their standard of living, the National Women's Trade Union League has endorsed legislation guaranteeing a minimum wage for women and children. Objections that such legislation will only end in higher prices and increased unemployment are refuted.

267. Smith, Ethel M. "The Supreme Court and minimum wage legislation." AMERICAN FEDERATIONIST, 33:197-202, February, 1926.

Criticizes Supreme Court decision which rules minimum wage legislation unconstitutional. Critics charge that the removal of the minimum wage will hit women hardest since they are paid in those industries which pay the least and are the least unionized. Refutes the notion that the minimum wage was intended to correct political and civil inequalities. It was rather an economic measure intended to correct an economic condition experienced by all labor regardless of sex.

268. Stephens, Kate. "Women's wages." NORTH AMERICAN REVIEW, 162:377-379, March, 1896.

A discussion of why women's wages are lower than men's. The author suggests that women's wages are low because of societal prejudice, the competition among women, and that women can and are willing to live on less money than men. Even when women do the same work as men they may still be paid less because they are "unmethodical" in their work habits, they lack the physical strength and are idealless." Many of these problems, however, result from the desire among women to eventually marry.

269. Swartz, Nelle. "The trend in women's wages." ANNALS OF AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 143:104-108, May, 1929.

Article analyzes the reasons for low wages of women in industry. Several factors are responsible: 1) supply is greater than demand, 2) temporary nature of employment, 3) the combating of centuries of prejudice against women workers and 4) great influx of married women into the labor force who want part-time employment.

The influence of unions in raising wages is discussed although this has benefited women very little since relatively few women are organized. Findings of a 1913 study of men's and women's wages by the New York State Factory Investigating Committee are analyzed.

270. Taussig, F. W. "Minimum wages for women." QUARTERLY JOURNAL OF ECONOMICS, 30:411-42, May, 1916.

A discussion of the best means needed to implement an improvement in wages for women. The minimum wage is criticized as an unrealistic measure of imposing artificial wage standards when in fact the real problem is the number of women offering themselves in the labor market. Collective bargaining, although a solution, seems to be too difficult even for the better trained and more independent, and "out of the question for the lowest (paid) group." The solution offered by the author is the creation of a "public commission" that can act as a regulating and standardizing body, "striving to eliminate the wage-depressing employer and bringing about the best terms which the social and industrial situation as a whole permits." Implicit in such a plan is a minimum wage, one which would approximate the wages of the "better establishments" in an industry.

271. Thompson, D. "History of labor: the modern droit du seigneur." REVIEW OF REVIEWS, 2:590, December, 1890.

A review of an article by an American, D. Thompson, depicting the life of factory girls in America. Although wages seem high to those living with their parents, many independent girls find the wages impossible to live on. As a condition of employment many women are taken advantage of by their unscrupulous employers.

272. Tumbler, Bee. "Women in industry." AMERICAN FEDERATIONIST, 35:824-825, July, 1928.

A criticism of the minimum wage law as one which provides nothing more than a subsistence standard of living and also a means by which the employer, through its many legal loopholes, pays less than a minimum wage. Concludes with an argument in favor of organizing women workers, since an organization economically powerful and responsible to the workers would be better able to enforce agreements and cover those facets of employment, i.e., overtime and sanitary conditions, which are not yet covered by legislation.

273. U. S. Women's Bureau. THE DEVELOPMENT OF MINIMUM WAGE LAWS IN THE UNITED STATES, 1912-1927. Washington, Govt. Print. Off., 1928. 635 pp. (Bulletin No. 61)

The demand for a legislated policy of minimum wage coincided with the rising interest in the first half of this century in employment conditions of women workers. This study peruses the groups effected by the minimum wage standards, analyzing distinctions between adult women and the minors, apprentices and substandard workers who are underpaid for productive reasons. The compilers furnish a charted history of decrees and enforcing agencies by state, attentive to the problems of appropriating funds and mobilizing manpower necessary to render the legislation effective on practical levels.

274. U. S. Women's Bureau. LIST OF REFERENCES ON MINIMUM WAGE FOR WOMEN IN THE UNITED STATES AND CANADA. Washington, Govt. Print. Off., 1925. 42 pp. (Bulletin No. 42)

An extensive bibliography of books and periodicals pertaining to minimum wage legislation in various states and Canada.

275. U. S. Women's Bureau. SPECIAL STUDY OF WAGES PAID TO WOMEN AND MINORS IN OHIO INDUSTRIES PRIOR AND SUBSEQUENT TO THE OHIO MINIMUM WAGE LAW FOR WOMEN AND MINORS. Washington, Govt. Print. Off., 1936. 83 pp. (Bulletin No. 145)

Discusses the problems of working women in Ohio: the greater dependence of the family on the earnings of the working woman, discrimination in wages paid for the identical work done by men, wages often below the minimum cost of living, and the growing number of working women forced to turn to relief agencies. Also discussed are social consequences of these problems, and the realization on the part of the state that women are unable to remedy the situation by their own unaided efforts. The effect of a minimum wage law is described and analyzed in the laundry and drycleaning industry.

276. U. S. Women's Bureau. WAGES OF WOMEN IN THIRTEEN STATES. Washington, Govt. Print. Off., 1931. 213 pp. (Bulletin No. 85)

An investigation of thirteen states with different economic backgrounds reveals that in practically all the states women received wages too low for an "adequate subsistence." It is also apparent that women earn less than men even in cases where they are employed in the same occupations. The findings also reveal that most of the women employed were found to be either supporting dependents or contributing a considerable share of their income to their families.

277. "Wages for making paper boxes and candy." SURVEY, 31:665-666, February 28, 1914.

A study by the New York Factory Investigating Commission of the wages for men and women employed in the confectionery and paper box industries.

278. "The wages of 100,000 New Yorkers." SURVEY, 33:279-280, December 12, 1914.

A report on the wages and conjugal background of working women in New York City conducted by the New York State Factory Investigating Commission. Vocational training and a minimum wage law were suggested as possible solutions for the poor wages of working women.

279. Webb, S. "The alleged differences in the wages paid to men and to women for similar work." ECONOMIC JOURNAL, 1:635-662, December, 1891.

The poor wages earned by women are seen as primarily due to the inferiority of the work, being mostly unskilled and manual. Competition with male employees, although rarely in the same occupation, is more the result of technological innovations, relegating formerly skilled work to that of unskilled, rather than the cheap wages earned by women. The

basic factors retarding women's wages are the lack of job mobility, and the paucity of required skills. The solutions suggested are the removal of legal impediments concerning sex, vocational training and greater female participation in the trade union movement.

280. Wolfson, Theresa. "Wages of organized women workers." AMERICAN FEDERATIONIST, 32:811-813, September, 1925.

"An attempt to ascertain the status of women trade unionists in the field of wage rates." A survey conducted by the State of New York includes the average weekly earnings of women unionists throughout the State. A comparison between the union wages of New York State and the average weekly wages of states with minimum wage commissions reveals a decided preference for the former.

281. "Women in economics." AMERICAN FEDERATIONIST, 9:366-367, July, 1902.

At this time, the average annual earnings for women in the United States is $295, contrasted to the $286 estimated annual expense for maintenance. These and other statistics lamenting the condition of women are seen in the light of employer's reasoning on the subject of employing women: the supply of women is great; they are better adapted for some kinds of work; they are more reliable; they are more easily controlled; they will not strike; they are satisfied with the subdivision of work; their desire to advance into other branches to learn more of the business is not apparent. The author encourages women to organize, professing a belief that her apparent unwillingness to do so is propagated only by her own lack of self-confidence. "When women become free economic and social factors, the full combination of individuals in collective industry will become possible."

282. "Women's right to a living wage." THE INDEPENDENT, 81:4-5, January 4, 1915.

A discussion of the importance and impact of the U. S. Supreme Court's decision, if it overrules the right of the State of Oregon to guarantee a living wage to working women.

C. HOURS

283. Anderson, Mary. "Hours of work." AMERICAN FEDERATIONIST, 32:769-772, September, 1925.

Investigations of hours by states, conducted by the Women's Bureau. Discusses the fatigue and monotony of long hours. Employers are discovering the advantages of introducing the eight-hour day which is especially significant for women who have a great deal of responsibilities outside the factory.

284. Breckinridge, Sophonisba P. "The Illinois ten-hour law." JOURNAL OF POLITICAL ECONOMY, 18:465-470, June, 1910.

The significance of the Illinois ten-hour day, aside from the benefits of women, is that it establishes the legal direction of future legislative control of industry. Actually the precedent for such legislation lies with the Supreme Court ruling of the Oregon ten-hour day, which for the first time established the connection "between the health of women workers and the public health, and second, between the public health and public well-being."

285. Carmer, Lucy. "Shorter hours for women workers." AMERICAN FEDERATIONIST, 35:1246-1249, October, 1928.

A discussion of shorter working hours for women was conducted by working girls at a seminar sponsored by Bryn Mawr College. The girls expressed a desire for shorter hours although many complained that such legislation was usually followed by a speed up in work.

286. Delzell, Ruth. "1847 - First ten-hour law for women in America." LIFE AND LABOR, 2:184-185, June, 1912.

After much agitating and petitioning by the women of the Female Labor Reform Association, the legislatures of Pennsylvania, New Hampshire and New Jersey enacted the ten-hour law in their states. Unfortunately all three laws included a clause permitting the employer to hire for more than ten hours. As a result the employers confronted their employees "giving them the option of working more than ten hours or not working at all."

287. "Eight hours for women." AMERICAN FEDERATIONIST, 21:238-239, March, 1914.

Presents arguments in favor of the shorter work day and provides a copy of the LaFollette Eight Hour Bill recently passed by congress. The bill contained sections providing that no woman "shall be employed more than eight hours in any one day or more than forty eight hours in any one week." It also stipulates hours of work for women under eighteen years of age, and requires employers to maintain time books, appoint inspectors for enforcement and impose fines upon offenders.

288. Goldmark, Josephine. "The Illinois ten-hour decision." PROCEEDINGS OF THE ACADEMY OF POLITICAL SCIENCE, 1:185-187, 1910.

The passage and court sanction of the ten-hour law for women in Illinois required an earrest and determined defense. Its task was the reversal of an 1895 precedent which held an eight-hour day statute unconstitutional on the basis of restriction of freedom of contract. To facilitate passage, the new law was proposed as a health measure where previously no mention of public interest had been furthered.

289. Henry, Alice. "The campaign in Illinois for the ten-hour law." AMERICAN FEDERATIONIST, 17:669-672, August, 1910.

Review of the 1910 campaign for the eight-hour day. Discusses the difficulties arising from the legal roadblocks, legislative indifference and employers' opposition. Modification of original demand results in a ten-hour day.

290. Hopkins, Mary D. THE EMPLOYMENT OF WOMEN AT NIGHT. Washington, Gov't. Print. Off., 1928. 86 pp. (Bulletin No. 64)

The statistical findings for women employed in night work indicates that although they comprise a small percentage of women employees, in absolute numbers they are considerable. Those working the night shift were found most likely to be "in the prime of life," married women, foreign-born women and native Americans in the South. Hours were found to be long, many working ten or more hours a night, while wage rates, slightly higher than those of day workers, showed a tendency to fall below that of day workers when total earnings were compared.

291. "Regulation of women's working hours in the United States." AMERICAN LABOR LEGISLATION REVIEW, 8:339-54, December, 1918.

It has been argued that legislation limiting hours of work is essential for the preservation of the "strength and vigor of the race." This study traces the development of such legislation and indicates the desirability of utilization of the industrial commission method. The commission's responsibility would be to interpret the generally stated laws and to fix specific policies which uphold them. A comprehensive chart is included which details the state citation of laws, maximum hour requirements, establishments affected, overtime permitted and night work prohibited.

The tendency of recent legislation at this time is to do away with permitted overtime. The concepts of higher wage rates for overtime and that of maximizing weekly hours emerge.

292. Scribner, Grace. "Those who serve you--how long is their day?" LIFE AND LABOR, 8:88, April, 1919.

293. U. S. Women's Bureau. EMPLOYMENT OF WOMEN AT NIGHT. Washington. Govt. Print. Off., 1928. 86 pp. (Bulletin No. 64)

A study of the movement to prohibit night work in the United States. Reviews the legal roadblocks presented by State and Federal courts. The lack of effective public opinion has made for slow progress in the state legislatures. As of 1928, only sixteen states had laws prohibiting the night work, and in some of these states provisions for their enforcement were inadequate. The historic background of night work legislation is included as well as the international conventions urging its abolition. Finally, medical, social and economic testimony is presented as a case against night work. Four appendices, six text tables, and suggested reading list are included.

294. "Women on the night shift." LIFE AND LABOR, 4:377-379, December, 1914.

A view of women trade workers employed on night shifts, listing their most commonly given reasons for evening employment. Major concerns ranged from better pay to child care responsibilities in the daytime. Men were known to refuse night work, in favor of the less demanding and better paying daytime positions.

295. "Working hours of women in Chicago." LIFE AND LABOR, 5:171-172, November, 1915.

Hourly statistics for working women of Chicago reveals that the greatest number of women are employed in the clothing industry which, like other large female-employing industries in the city, have extremely long hours of work. It is these industries which will be affected by a law limiting the working day to nine hours.

IV. STRIKES AND LOCKOUTS

296. Bruere, Martha Bensley. "The White Goods strikes." LIFE AND LABOR, 3:73-75, March, 1913.

The strikers of the White Goods industry were some of the youngest, most ill-fed and underpaid workers to walk out in New York. Ms. Bruere typifies them by recounting her meeting with Sadie Aronovitch, who earned twenty dollars a month. She was charged three dollars a month for "half of a bed," paid eight dollars for her food (below subsistence) and had nine dollars left for clothing, entertainment and support of her family remaining in Russia.

297. Burns, Agnes. "Shirt-makers win." LIFE AND LABOR, 7:63, April, 1917.

Four weeks of striking by Philadelphia shirtmakers ended in victory after many workers were jailed and others suffered hunger and hardship to obtain better wages, shorter hours, improved shop conditions and the right to unionize.

298. Christman, Elizabeth. "Canvas glove workers win signal victory." LIFE AND LABOR, 6:40, March, 1916.

Settlement terms of the agreement between the canvas glove workers union and the Herzog Company. Included is the novel provision providing compensation at former wage rates for employees asked to learn a new skill.

299. Cohn, Fannia M. "Uprising of dressmakers." AMERICAN FEDERATIONIST 36:1324-1327, November, 1929.

Reviews the 1909 dressmakers general strike in which immigrant women won a monumental victory. Low wages, poor working conditions and threats of a company union forced the unprepared women into a strike in which they withstood the onslaught of employer, police and courts.

300. Cohn, Fannia M. "The uprising of twenty thousand." AMERICAN FEDERATIONIST, 40:1069-1072, October, 1933.

Article reviews the five day strike of 1909 in which 20,000 dressmakers, predominantly women, protested against sweatshops in the garment industries. Much of its success lay in the strong support from the International Ladies' Garment Workers' Union, one of the largest and strongest

dressmakers' unions. Strikers demanded: 1) shorter hours; 2) a minimum wage to ensure a decent standard of living; and 3) security-unemployment insurance.

301. Comstock, S. C. "Uprising of the girls." COLLIERS, 44:14-16, December 25, 1909.

Recounts the story of the mass garment workers strike, from the initial motion carried in a meeting hall to the ratification of union terms. There are short interviews with striking girls and brief anecdotes depicting human interest aspects of the strike. Stressed in the article are the difficulties of police threats, scabbing, crossing of picket lines and the chaotic atmosphere of union halls as frantic attempts were made to register union members.

302. Crawford, Caroline. "The hello girls of Boston." LIFE AND LABOR, 8:260-264, September, 1912.

Because of the long hours and nervous strain, female telephone operators, organized as a local of the Electrical Workers of America, have threatened a strike in Boston.

303. Davis, Philip. "The shirtwaist makers' strike." THE CHAUTAUQUAN, 59:99-105, June, 1910.

The significance of the shirtwaist makers' strike is seen in the context of the changes in status and function of women since the nineteenth century. Although the strike was conducted over the issue of union recognition it is nevertheless regarded as the first step to securing a living wage. Included are the conditions of the strike settlement in New York and Philadelphia.

304. Delzell, Ruth. "1828--First woman's strike in America. Beginnings of organisation among cotton mill operators." LIFE AND LABOR, 2:82-84, March, 1912.

The first successful walk-out took place in Dover, New Hampshire in the winter of 1828 when 2,000 cotton mill girls declared their right to unionize. This article provides a history of that strike and its ramifications throughout New England in the following years.

305. Dreier, Mary E. "The neckwear workers and their strike." LIFE AND LABOR, 3:356-358, December, 1918.

After a six day strike, victory was won for two thousand women unionized as neckwear workers. They received an increase in wage, a shorter work week, abolition of the contracting system and partial abolition of home work. The article provides an examination of internal union structure within individual shops which help maintain standards and air grievances.

306. Dreier, Mary E. "To wash or not to wash: aye, there's the rub." LIFE AND LABOR, 2:68-72, March, 1912.

A description of the working conditions and other grievances for which women in the laundry industry have struck. The activities of the Women's Trade Union League in assisting the strikers is also included.

307. Evans, Elizabeth G. "The Roxbury Carpet Factory strike." SURVEY, 24:337-338, May 28, 1910.

A review of a strike in Roxbury, Massachusetts conducted by the female employees of the Roxbury Carpet Factory. The girls were all native Americans, many of whose fathers and mothers were employed in the same factory. The employees had endured many unfair practices imposed by the employer, but not until a 12½% wage reduction and a two week layoff did the employees finally strike. They immediately joined the Women's Trade Union League and were also organized as a local of the United Textile Workers. For twelve weeks the women were on strike, at one point they were threatened by immigrant strike-breakers, but with the financial aid of the U.T.W. and a sympathetic public, the strike was won.

308. Field, Amy Walker. "More about Herzog strike." LIFE AND LABOR, 5:157-158, October, 1915.

The successful strike against the Herzog factory by women corset workers offers "refreshing proof" that the traditional liabilities to unionism: women employees, youth, inexperience and the unskilled work, can be made an asset when all the employees realize the value of unionism.

309. Field, Amy Walker. "Victory for the Springfield corset workers." LIFE AND LABOR, 5:168-169, November, 1915.

Dissatisfied with provisions for a minimum wage only, female corset workers organized and demanded the reduction of hours and improved working conditions. Supported by union men who refused to have anything to do with the scabs and employers, the girls were able to win their strike.

310. Gompers, Samuel. "Garment workers heroic struggle." (Editorial) AMERICAN FEDERATIONIST, 23:683-684, August, 1916.

A strike involving 60,000 members of the Ladies' Garment Workers' Union of New York City. A consequence of protocol violations by the employers concerning their contracting to sub-manufacturers of work ordinarily done in the factory.

311. Gompers, Samuel. "Ladies' garment workers victory." (Editorial) AMERICAN FEDERATIONIST, 23:847-848, September, 1916.

A strike involving 60,000 members of the New York Ladies' Garment Workers' Union. Workers won the right to negotiate directly with employers with the final authority of a settlement resting with the workers.

312. Gompers, Samuel. "The shirtwaist strike." (Editorial) AMERICAN FEDERATIONIST, 18:44-45, January, 1911.

A strike involving 20,000 women and girls of the shirtwaist industry. After twenty-three weeks of striking some 450 employers signed agreements with the union. The settlement includes a 52-hour work week, a scheme extending the working seasons, abolition of sub-contracting, fixed wage scale, and hygienic working conditions.

313. Henry, Alice. "The Hart, Schaffner and Marx agreement." LIFE AND LABOR, 2:170-172, June, 1912.

As a result of the successful strike against Hart, Schaffner and Marx, the garment workers and the employers have agreed to establish a Trade Board, investing it with the power to arbitrate disputes between employee and employer.

314. Hinckey, Margaret. "Thirty days." LIFE AND LABOR, 3:264-265, September, 1913.

An account of the imprisonment of a worker is included in this story of the striking Panama Hat Workers in New York. Of thirty days duration, the strike imposed severe hardships upon the persevering union members.

315. Kula, Anna. "The dress strike." LABOR AGE, 21:12, March, 1932.

A discussion of the internal politics of the International Ladies' Garment Workers' Union. The continual wage cuts, worsening working

conditions and the rank and file dissatisfaction with the union hierarchy were all factors contributing to the successful strike of 1932. The progressives (communists) who were instrumental in the strike are criticized for not better exploiting their position within the union.

316. Kula, Anna. "Local 66 proves it can be done." LABOR AGE, 21:12, April, 1932.

A discussion of the successful strike waged by locals 41 and 66 following their amalgamation into one union. In spite of the important achievements of the strike, the workers must retain their "unceasing militancy and alertness" in the face of future efforts by the employers to return to sweat shop conditions.

317. Leupp, Constance D. "Shirtwaist Makers Strike." SURVEY, 23:383-386, December 18, 1909.

Article gives an account of the Shirtwaist Makers' Strike in New York. The general strike was the first significant action since the movement to organize women began. Details the unjust treatment of women by the employer, his attempts to promote ethnic divisions to hinder unionism and the harsh attitude of local magistrates toward the girls. A favorable result of the strike was the arousal of public sympathy by the unfair treatment of the female pickets.

318. Mailly, William. "The working girls strike." INDEPENDENT, 67:1416-1430, December 23, 1909.

On November 23, 1909, the clothing industry's shirtwaist makers staged an unprecedented strike, with an estimated thirty thousand working women participating. Three factors were most notable in this strike: leadership emerged among the highest paid employees, cohesiveness was achieved between workers of differing national origin and men assumed a minor role in the direction and sustenance of the effort.

319. Marot, Helen. "A woman's strike -- an appreciation of the shirtwaist makers of New York." THE ECONOMIC POSITION OF WOMEN, PROCEEDINGS OF THE ACADEMY OF POLITICAL SCIENCE, 1:119-128, 1910.

Article gives a detailed account and analysis of the Shirtwaist Makers' Strike in 1909. Strike's importance lies in the fact that it was a successful endeavor of forty thousand relatively unorganized women workers. Their main demand was for a closed shop in the Triangle Waist Com-

pany which was refused. The adamant position of the strikers and the remarkable support they received from sympathizers proved this single event to be, perhaps, the greatest impetus in making working women realize the necessity for organization among themselves.

320. Newman, Pauline M. "From the battlefield." LIFE AND LABOR, 1:292-296, October, 1911.

The highlights of the 1911 strike of clothing workers in Cleveland are summarized. The strike endured for ten weeks, with employers introducing various schemes to coerce the women back to work.

321. "On the picket line." LIFE AND LABOR, 3:71-73, March, 1913.

An unnamed sympathizer of the suffragists and garment workers wrote this account exposing police practices during the White Goods worker strike. Police brutality, false arrests and "railroading" trails were just a few of the experiences that young pickets were subjected to. In this, the vivid drama surrounding all of the early strikes is portrayed.

322. O'Reilly, Lenora. "The story of Kalamazoo." LIFE AND LABOR, 2:228-230, August, 1912.

An account of the strike by women corset workers in Kalamazoo and how that community came to recognize its duty to its working women.

323. O'Reilly, Mary. "The waist and dress maker's strike." LIFE AND LABOR, 7:38-39, March, 1917.

On February 15, 1917, 20,000 dress and waist makers struck in Chicago, prompting the most drastic legal retaliation recorded in the labor movement. An injunction was served against the workers' union, stipulating exacting restrictions. Included were clauses preventing interference with business, picketing, marching, congregating, printing or distributing leaflets, inducing employees to leave jobs, sending any circulars or communications to customers and generally attempting in any way to strengthen a union or weaken the employers' stance. Implications of the injunction made everything from prevention of scabbing to slight annoyance unlawful.

324. Schneidermann, Rose. "The White Goods workers of New York." LIFE AND LABOR, 3:132-136, May, 1913.

On January 9th, 7,000 White Goods Workers who had been manufacturing women's underclothing in sub-human conditions walked out of their jobs and picketed the industry for five weeks. Early difficulties included lack of permission to take action granted from the International and an absence of supporting funds. The women requested a fifty hour work week, double pay for overtime, abolition of tenement labor, three legal holidays with pay, abolition of payment for power and thread and slight wage increases. All of their demands were met after a great show of solidarity and determination. In addition, manufacturers granted the workers an impartial wage and grievance board as a channel for future complaints.

325. "Shirt shops after the strike." SURVEY, 25:7-8, October 1, 1910.

Presented are the settlement terms of the shirtwaist industry strike. The strikers' demands concerning their hours of work were granted, while a compromise was reached concerning overtime. The strikers were unsuccessful in their demand for a fixed wage scale, a method of extending the work season and a regular system of apprenticeship.

326. Sigman, Morris. "Garment workers problems." AMERICAN FEDERATIONIST, 30:831-832, October, 1923.

As a result of a general strike of the garment industry some 30,000 workers won a forty-hour week.

327. Steghagen, Emma. "A summer of strikes in Cincinnati." LIFE AND LABOR, 3:333-335, November, 1913.

As a series of strikes over the issue of organization raged in Cincinnati the working women involved struck in sympathy with the men, rather than work with scabs. When the women learned that the strike breaking tactics of the employers were also designed to defeat them, they overcame their aversion to unions and enthusiastically joined en masse.

328. "Stoppage of the millinery workers," by B. E. LABOR AGE, 21:11, April, 1932.

A discussion of the trends toward conservative unionism in the Millinery Workers' International Union. The union hierarchy is criticized for bargaining with the employers for a time limit on a work stoppage and for negotiating a collective agreement with the manufacturers which would forbid any strikes for two years. As a result the employers have come

to see the union as a "stabilizing" force in the industry and have encouraged their employees to join the union.

329. "The strike in the New York garment industry." INDUSTRIAL AND LABOR INFORMATION, 1:446, February, 1922.

This report was issued on the strike of members of the New York Cloak, Suit and Skirt Manufacturers Protective Association and the International Ladies' Garment Workers' Union. An important aspect of the strike was that it demanded an unprecedented injunction against the employers to prevent implementation of a resolution enforcing piece work systems and a forty-nine hour work week not agreed upon by the union.

330. "Successor to the protocol of peace." LIFE AND LABOR, 5:137-139, August, 1915.

When an employer in the glove making industry threatened to fire its employees if they attended any more union meetings, the girls of that firm struck. They were soon joined by other garment workers and in a short time the employer was forced to concede their demands which included: recognition of the union; a preferential shop agreement; a wage increase; and abolition of the fining system.

331. Tarbell, Ida M. "The shirtwaist strikers." AMERICAN FEDERATIONIST, 17:209-210, March, 1910.

Deals with 1910 strike involving approximately 20,000 women employed in the shirtwaist industry. Growing awareness among women workers for the necessity of organization. Cooperation elicited from the various strata of society reflects the sympathy and recognition for their cause.

332. "Uprising in the needle trades in New York." LIFE AND LABOR, 3:69-71, March, 1913.

In 1911 women garment workers of New York struck for higher wages; in sympathy, garment workers of Boston and Rochester followed suit. A break in the strike came when the employers of the dress and waist industry agreed to the adoption of a Protocol (see Life and Labor, 2:11) between itself and the union. In addition, Victor Berger, socialist congressman from New York has called for a congressional investigation of conditions in the garment industry.

333. "A women's strike." OUTLOOK, 93:799-801, December 11, 1909.

An account of the strike in the shirt waist industry involving some 40,000 female employees. The grievances of the workers are discussed. Of significance is the question of whether a strike composed of women workers can succeed and if it will be possible to organize these women into a union.

334. Women's Trade Union League of Chicago. OFFICIAL REPORT OF THE STRIKE COMMITTEE: CHICAGO GARMENT WORKERS' STRIKE, October 29, 1910 - February 18, 1911. Chicago, The League, 1911. 60 pp.

V. PROTECTIVE LEGISLATION

335. Andrews, Irene Osgood. "The courts and woman's work." LIFE AND LABOR, 2:123, April, 1912.

A review of legislation protecting working women which has successfully weathered judicial review.

336. Andrews, Irene Osgood. "Diary of judicial decisions." LIFE AND LABOR, 2:213-214, July, 1912.

A progress report on the judicial success of the ten-hour laws in a number of states.

337. Baker, Elizabeth F. PROTECTIVE LABOR LEGISLATION, WITH SPECIAL REFERENCE TO WOMEN IN THE STATE OF NEW YORK. New York, Columbia University, 1925.

Book deals with protective labor legislation for adults 1880-1920. Such subjects as tenement house labor, the Truck Acts, Sunday Closing Acts, and workmen's compensation are reviewed. Legislation for women is then examined with respect to hours, minimum wage, and prohibited employment. Author also discusses these two categories in the state of New York where ten percent of all gainfully employed persons were concentrated in 1920. Social and economic influences on labor legislation are discussed. State bureaus and trade unions are presented as forceful proponents of such legislation. Article also looks at the enforcement of labor legislation and the effects of such legislation upon working women. The views of women opposing labor legislation on its prejudicial grounds are also discussed.

338. Bari, V. "Shall women be protected?" NATION, 124:143-144, February 9, 1927.

Most women who are members of labor unions are advocates of protective legislation, but there seems to be no clear-cut attitude of organized labor toward this type of legislation.

339. Brandeis, Elizabeth. "Labor legislation," in John R. Commons, HISTORY OF LABOR IN THE UNITED STATES, 1896-1932. New York, Macmillan Company, 1935, pp. 399-697. See also chapters III and IV, pp. 457-536.

Two chapters under the section "Labor Legislation" deal with women's hour legislation and minimum wage legislation. Chapter III covers laws regulating women's hours in four periods: prior to 1896; 1896-1908, the year when the constitutionality of women's hour legislation was established by the U. S.; 1909-1918, in which many labor laws were introduced; and 1918-1932 which showed a decline in legislation. Chapter IV similarly discusses minimum wage legislation from a historical point of view along with the effects and enforcement of this type of legislation.

340. Breckinridge, Sophonisba P. "Legislative control of women's work." JOURNAL OF POLITICAL ECONOMY, 14:107-109, February, 1906.

Protective legislation is that which governs the types of employment and working conditions to which women may submit. The intended implication is that statutes enacted to insure specific standards of health and safety for women employees or to prevent immoral conduct at places of employment are enacted solely in the interests of women. Breckinridge investigates the invalidity of the assumption that the intent of the laws is to protect women as a class by citing instances in which such legislation discriminates against women and limits their employment opportunities. A codification of statutes for each state provides supportive evidence.

341. Dorr, Rheta Childe, and Mary Anderson. "Should there be labor laws for women?" GOOD HOUSEKEEPING, 81:52-53+, September, 1925.

Article is a debate between Rheta Childe Dorr, author of various articles on women workers, and Mary Anderson, Director of the Women's Bureau concerning wage and hour legislation for women. Dorr is anti-legislation for women because she fears it will interfere with women's rights to earn the highest wage possible. The concern should lie in unequal wages and poor factory conditions, not special laws for women workers.

Mary Anderson advocates legislation to limit the working day to allow women workers the opportunity to life and self-development. She feels that such legislation, which is supported by most organized women, would also increase efficiency and service to the employers. Contends that legislation should deal exclusively with women to remove the handicaps placed on them, so that they will be equal with men who do not face these barriers. Her argument is that hour and minimum wage laws will only set a standard, not prohibit employment.

342. Freund, Ernst. "The constitutional aspect of the protection of women in industry." PROCEEDINGS OF THE ACADEMY OF POLITICAL SCIENCE, 1:182-194, 1910.

Protective legislation statutes are defined and distinguished. Generally they are divided into the following groups: those that permit no discrimination on the basis of sex, those that prohibit employment of women from some areas of employment, those which provide sanitary or other conveniences for employed women, and those which prohibit night work or regulate working hours of women in other respects. The article studies the attitudes of the courts, citing a genuine need for unification of practice. Mr. Freund proposes legislative agreements between states which would be subject to the consent of Congress in lieu of widespread disparity.

343. Goldmark, Josephine C. "Labor laws for women." SURVEY, 29:552-555, January 25, 1913.

A survey of the United States showing which states have legislation regulating night work, and the length of the working day and week for women engaged in factory and store work.

344. Goldmark, Josephine C. "The necessary sequel of child-labor laws." AMERICAN JOURNAL OF SOCIOLOGY, 11:312-325, November, 1905.

The great majority of working women in the United States are between the ages of sixteen and twenty. These young women are helpless in protecting themselves against long hours, night work, the sweat shop and certain dangerous trades. The only protection for these women has been the labor legislation enacted by a few enlightened states. But even this development, inadequate as it is, is now threatened by the U. S. Supreme Court, which has recently ruled that laws regulating the hours of work are in violation of every citizen's liberty of contract, under the Fourteenth Amendment.

345. Gompers, Samuel. "Good work for women by women." (Editorial) AMERICAN FEDERATIONIST, 17:685-686, August, 1910.

Changing attitude of working women concerning the social responsibilities of the State.

346. Green, William. "Protective legislation for women." (Editorial) AMERICAN FEDERATIONIST, 36:914, August, 1929.

Author believes that setting up standards of measurement to determine equal pay for equal work would be difficult. The protective legislation supported by the American Federation of Labor was done in the belief that there are reasons of health and social welfare for limiting the hours of work for women. In spite of legislative restrictions the rights of women in the unions have not been curtailed and still offer the best means for eliminating their grievances.

347. Kelley, Florence and M. March. "Labor legislation for women and its effects on earnings and conditions of labor." ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 143:286-300, May, 1929.

Article begins by defining "who are women?" Often women were girls of fourteen or sixteen years of age. It probes the lack of enforcement by the judiciary. Legislation limiting hours of work and the establishing of a minimum wage is discussed. The hostile stand of the Women's Party toward protective legislation is compared to the favorable stand of the National Women's Trade Union League. Author concludes that women in industry need not less labor legislation but vastly more.

348. MacLean, Annie Marion. "Factory legislation for women in the United States." AMERICAN JOURNAL OF SOCIOLOGY, 3:183-205, September, 1897.

An historical summary of the development of labor legislation for women in the United States. Discussed are the origins of factory legislation for women, which classes are affected and the direction of future legislation. Included is a resumé of all states having legislation pertaining to: factory inspection, hours of labor, sanitary regulations and proper seating capacity.

349. Mies, Frank P. "Statutory regulation of women's employment -- codification of statutes." JOURNAL OF POLITICAL ECONOMY, 14:109-118, December, 1906.

A list of state statutes prohibiting and regulating the employment of women. The statutes are listed under various topics; certain industries, such as mining, which are prohibited from employing women; certain occupations in which operation and cleaning of machines are considered dangerous. Also given are statutes regulating hours, night work, voluntary work, and a host of statutes guaranteeing time for meals, toilet and dressing facilities and heating of the work rooms.

350. Nestor, Agnes. "The trend of legislation affecting women's hours of labor." LIFE AND LABOR, 7:81-82, May, 1917.

351. Newman, Pauline M. "The need of cooperation among working girls." LIFE AND LABOR, 4:312-313, October, 1914.

Women are urged to cooperate as a union to enforce existing labor laws and to promote future laws which will protect the working women.

352. O'Toole, Kitty. "Protective legislation for women." LIFE AND LABOR, 1:356-357, December, 1911.

Recommendations adopted by the Third Biennial Convention of the National Women's Trade Union League.

Proposes a plan which includes the education of women workers regarding existing labor laws and the need for others. It is suggested that the laws be enforced through a voluntary social police force within the factories and opposed then current methods of judicial nullification. It was recognized that legislation introduced at the state levels was desirable, and called for a campaign to procure the proposed laws. This five point plan was put forth in the hopes that labor legislation, coupled with strong trade unionism would become a powerful and constructive force of social betterment.

353. Pinchot, Cornelia Bryce. "Women who work." SURVEY, 62:138-139, April 15, 1929.

A defense of social and protective legislation for women and a critical evaluation of the program of the Women's Party. The Women's Party has erred in believing that laws regulating the hours and working conditions of women will prevent them from competing with men. The women who make up the Women's Party are professional and business women and do not understand the needs of the industrial women. The problem for the trained professional women is "restriction based on sex prejudice," hence she calls for "equal rights for women." The problem of the industrial women is one of "exploitation." She is forced to compete with many other untrained women for the same job, and as a result her wages are low. The fundamental problem of the industrial women is solving the competition of women with women. One solution is the union, but unionization has not succeeded in organizing the great mass of workers, nor are women easy to organize. Protective legislation will have to be used until women realize the value of organization.

354. "Protection for working women." AMERICAN LABOR LEGISLATION REVIEW, 2:572-94, December, 1912.

The International Association for Labor Legislation was formed by fourteen countries interested in treaties which prohibited night

work and promoted the universal adoption of a ten-hour working day. This work endeavors to expose legislative progress in protective labor law within the United States at the end of the first decade of this century. State citation of laws, establishments which they affect, age requirements, maximum hours, meal provisions, overtime provisions, nightwork prohibition, the posting of notices and penalties for violations are included in a detailed chart by states and possessions.

355. U. S. Women's Bureau. CHRONOLOGICAL DEVELOPMENT OF LABOR LEGISLATION FOR WOMEN IN THE UNITED STATES. Washington, Govt. Print. Off., Rev. 1931. 176 pp. (Bulletin No. 66-II)

A summary of current laws for women is presented for forty-seven states and the District of Columbia. Included are laws prohibiting or regulating: night work, hours, seating, freedom of occupation, equal rights and certain occupations. Also considered is the character and extent of regulation and prohibition of each state's laws.

356. U. S. Women's Bureau. HISTORY OF LABOR LEGISLATION FOR WOMEN IN THREE STATES AND CHRONOLOGICAL DEVELOPMENT OF LABOR LEGISLATION FOR WOMEN IN THE UNITED STATES. Washington, Govt. Print. Off., 1929. 288 pp. (Bulletin No. 66)

The history of labor legislation for women in Massachusetts, New York and California is offered spanning a period of about seventy-five years (1845-1928). In Part II of this report, the remainder of the states are perused for their enactments of laws governing the hours of work, wages, safety requirements and night work for women. Amendments are discussed as they aid enforcement or prevent abuse of existing laws.

357. U. S. Women's Bureau. SHORT TALKS ABOUT WORKING WOMEN. Washington, Govt. Print. Off., 1927. 24 pp. (Bulletin No. 59)

A discussion of the industrial importance of working women and the responsibility of the Federal and State governments in insuring proper standards for the health and welfare of women. The role of legislation is discussed with reference to women's wages, hours of work and working conditions. Concludes with the assumption that legislation should provide for the payment of wages according to one's occupation rather than one's sex or race, and that earnings should be based on a living wage with some margin for savings.

358. U. S. Women's Bureau. SOME EFFECTS OF LEGISLATION LIMITING HOURS OF WORK FOR WOMEN. Washington, Govt. Print. Off., 1921. 26 pp. (Bulletin No. 15)

A comparison of the effects of legislation limiting hours for women in the states of Massachusetts and New Jersey. Findings reveal that generally neither wages nor production have decreased as a result of the reduction in hours. In many cases the employers have voluntarily instituted a reduction in hours because of improved efficiency and increased production. A reduction in the hours of work for women is usually accompanied by a corresponding reduction for men. The only discrimination against women employees has been found among those employers who often work their employees overtime. Appendix and seven tables.

359. U. S. Women's Bureau. STATE LAWS AFFECTING WORKING WOMEN; HOURS, MINIMUM WAGE, HOME WORK. Washington, Govt. Print. Off., 1927. 51 pp. (Bulletin No. 63)

A study of state laws regulating hours, night work, home work and the minimum wage. In many cases a state will have laws regulating daily hours but not weekly hours. Includes an index to labor laws in each state. Nine charts.

360. U. S. Women's Bureau. SUMMARY: THE EFFECTS OF LABOR LEGISLATION ON THE EMPLOYMENT OPPORTUNITIES FOR WOMEN. Washington, Govt. Print. Off., 1928. 22 pp. (Bulletin No. 68)

The enactment of protective legislation has in some cases restricted the employment of women, notably in professional and semi-professional occupations. The real forces restricting the employment of women remains to be the prejudicial attitudes of management and labor concerning women, the nature of the occupation, and the lack of necessary skills possessed by women.

361. Winslow, Mary N. "The effects of labor legislation on women's work." WOMEN IN THE MODERN WORLD, ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 143:280-300, May, 1929.

The effects of labor laws enacted to regulate or prohibit employment of women where power driven machinery is in use is perused in this study. The major objection raised against this protective legislation has been that it limits employment opportunities for women. The author attempts to disprove this argument, claiming that factors other than that of protection render certain types of employment unavailable to women. Major concern is given to the area of night time work. A study is made of the educational effects of labor legislation, and it is argued that regulation of hours alleviates unemployment and precipitates an increase in wages.

362. Witte, E. E. "The effects of special labor legislation for women." QUARTERLY JOURNAL OF ECONOMICS, 42:153-164, November, 1927.

Two different positions concerning "protective" legislation for women are discussed by examining the claims of the antagonistic Women's Party and the protagonistic Women's Trade Union League. Included are the effects "protective" legislation has had on wages, hours and working conditions and whether it has significantly improved the standards for the majority of working women or rather has actually weakened their competitive position with men and lessened their chances for employment.

363. "Woman's work; legislation of..."

A yearly report on this subject is found in the AMERICAN LABOR LEGISLATION REVIEW.

VI. WORKER EDUCATION

364. Christman, Elizabeth. "Conventions - a complement to workers' education." AMERICAN FEDERATIONIST, 36:921-925, August, 1929.

A summary of the Eleventh Convention of the National Women's Trade Union League. Discussed were topics dealing with the effect of married women in industry, wage theory, and organizing in the new Industrial South.

365. Cohn, Fannia M. "Education aids working women." LABOR AGE, 17:12, January, 1928.

Proposes that protective legislation alone cannot alleviate the working women's problems. There must be a "complete equalization of laws" affecting men and women. The author furnishes two exaggerated conceptions of working women, from the "angel of industry" to the "perpetual child," claiming that worker education will temper both and pinpoint the problems of women workers, thereby facilitating their solution.

366. Cohn, Fannia M. "Educational and social activities." AMERICAN FEDERATIONIST, 36:1446-1452, December, 1929.

The activities of the Educational Department of the International Ladies' Garment Workers' Union are seen as necessary for a maturing labor movement. The aim of the department is to acquaint the worker with subjects that will develop leaders from within his own ranks. Courses on art and literature are offered as a means of awakening the workers to the possibilities of a better life. An Americanization Program consisting of the English language and American history is offered for foreign members.

367. Cohn, Fannia M. "Strike leaders in a gymnasium." LIFE AND LABOR, 11:72-73, March, 1921.

A description of union centers which provide recreation to revitalize striking workers, boost morale and provide educational forums of exchange. The article relates the importance of worker education in the disciplines of psychology and logic, economics, political science and literature.

368. Cohn, Fannia M. "Twelve years educational activities - International Ladies' Garment Workers' Union." AMERICAN FEDERATIONIST, 36:105-111, January, 1929.

The Educational Department has described its contribution over the years as one of bringing theoretical economists, historians and men of letters together with the men of action -- trade unionists. This contribution has taken the form of summer seminars at different universities, lectures dealing with economics, psychology, sociology and labor problems, and social and recreational programs.

369. Miller, Spencer, Jr. "Summer schools for workers." AMERICAN FEDERATIONIST, 32:569-571, July, 1925.

Discusses the numerous summer schools for workers. Three of the summer schools available are specifically for women: Bryn Mawr College, the University of Wisconsin and the Educational Service Summer School, sponsored by the League of Girls' Clubs at Miller's Point, Long Island. Only the experiment at the University of Wisconsin is designed specifically for working women.

370. Payntz, Juliet Stuart. "The unity movement--the soul of the union." LIFE AND LABOR, 7:96-98, June, 1917.

Union allegiance was boosted with a central offer of extra benefits for the dressmakers of New York. The first Unity House was leased as a summer home in the Catskill mountains--later, quarters were found in Manhattan. These houses provided recreation, meeting space and became the site of cooperative cafeterias, health clinics, classes and summer camps. Founders were successful in obtaining the use of public school buildings whose facilities are wasted in the evening hours when industrail workers would be free to avail themselves of educational opportunities.

371. Pell, Orlie. "A workers' school for the office worker." AMERICAN FEDERATIONIST, 42:622-624, June, 1935.

In coordination with similar summer programs sponsored for working women at major universities, Oberlin College has conducted a summer seminar for female office workers. The problems of white collar workers similar to those of trade unionists were discussed. The question of organizing these workers was also given consideration.

372. Robins, Margaret Dreier. "Educational plans of the National Women's Trade Union League." LIFE AND LABOR, 4:164-167, June, 1914.

In its Fourth Biennial Convention, the National Women's Trade Union League voted to establish a training school for women organizers.

Ms. Robins includes a history of the worker education movement as it evolved from the Worker's Educational Association which began in 1903.

373. Robins, Margaret Dreier. "Women in industry." SURVEY, 31:351, December 27, 1913.

Although many states have enacted laws providing for the safety, health and welfare of the workers, there is no adequate means of informing the workers of such laws. The National Women's Trade Union League has proposed a program consisting of a training school for women organizers, a correspondence course in trade unionism, and a course for the public schools dealing with the laws enacted to protect workers. It is hoped that such a program will serve to educate the workers as to their rights.

374. Schneider, Florence H. PATTERNS OF WORKERS' EDUCATION: THE STORY OF BRYN MAWR SUMMER SCHOOL. Washington, American Council on Public Affairs, 1941. 158 pp.

The Bryn Mawr Summer School was a pioneer in the effort to educate workers at the turn of the century. For the first time, a woman's college opened its doors to laborers, offering them the opportunity for intellectual and creative growth, enrichment and political direction.

The author traces the history of the Summer School from its genesis through the early years of developments and difficulties, to its move to the Hudson Shore -- occurring out of the necessity for a permanent and more independent center for worker education. The Bryn Mawr School precipitated other efforts to enrich the lives of working women all over the country. Included in this study is a collection of case histories of the summer school students, evaluations of their accomplishments and projected goals.

375. Smith, Hilda W. "Bryn Mawr summer school of 1927." AMERICAN FEDERATIONIST, 34:1217-1223, October, 1927.

A seminar sponsored by Bryn Mawr College for working girls. A wide range of studies were offered. Among the programs was one conducted by the girls themselves in which the issues of "Trade Unionism," "Immigration" and the "Southern Industrial Problem" were discussed.

376. Smith, Hilda W. "The Bryn Mawr summer school of 1928." AMERICAN FEDERATIONIST, 35:1498-1500, October, 1928.

A review of the 1928 summer school session at Bryn Mawr College sponsored for working girls. At the conclusion of this year's summer program it

was decided to consult with other universities offering similar programs.

377. Smith, Hilda W. "Bryn Mawr summer school of 1929," AMERICAN FEDERATIONIST, 36:1107-1110, September, 1929.

A summer seminar sponsored for working girls. This year working girls from foreign countries attended, giving the program an international flavor. A wide range of courses were offered as well as tours of American factories.

378. Troxell, John P. "Wisconsin's summer school for working women." AMERICAN FEDERATIONIST, 32:943-945, October, 1925.

A seminar for working girls was sponsored by the local Y.W.C.A.'s, trade unions, and women's clubs. The seminar offered the girls courses dealing with the needs of working women.

379. U. S. Women's Bureau. INDUSTRIAL EXPERIENCE OF WOMEN WORKERS AT THE SUMMER SCHOOLS, 1928-1930. By Gladys L. Palmer. Washington, Govt. Print. Off., 1931. (Bulletin No. 89)

Four summer schools are examined: Bryn Mawr, Barnard, Wisconsin at the University of Wisconsin and Southern Summer School, all founded with the intent of enriching the lives of women employed industrially and enabling them to mobilize efficiently into organized bodies able to effect change. The philosophy behind the schools was based upon the assumption that if rational thinking and intellectual growth was developed in working women, the impetus to improve conditions would be self-sustaining. The author supplies case histories, and typifies the summer school student as an unmarried woman of foreign birth whose average age is between 18 and 35 and is employed in industry.

380. Ward, Edward J. "Open the schools." LIFE AND LABOR, 1:238-240, August, 1911.

Editorializes an appeal for utilization of public school facilities for the purpose of worker education. The reasoning was that usage of the schools would enliven the workers to their social responsibilities while enlarging the scope of their activities in leisure hours. The article also proposes the creation of the office of "Public Welfare Secretary," which would serve to disseminate information on public services.

381. "The Women's Trade Union League answers questions of the Commission on Vocational Education." LIFE AND LABOR, 4:203-204, July, 1914.

VII. LABOR LEADERS

382. Anderson, Mary. WOMEN AT WORK: THE AUTOBIOGRAPHY OF MARY ANDERSON AS TOLD BY MARY N. WINSLOW. Minneapolis, University of Minnesota Press, 1951. 266 pp.

Autobiography of Mary Anderson, second director of the Women's Bureau of the Department of Labor. Describes her activities in the women's trade union movement through the end of the Second World War. Her support in behalf of legislation and anti-strike organizing reflects the conservative wing of the feminist movement.

383. Bloor, Ella R. WE ARE MANY: AN AUTOBIOGRAPHY. New York, International Publishers, 1940. 319 pp.

Mrs. Bloor tells her story of American labor as she experienced it. She is known for her stand as a staunch communist, advocate of the American Socialist Party, and a labor agitator. Story covers an important period in labor history, 1870-1940.

384. Daley, Sr., John Marie. "Mary Anderson, pioneer labor leader," In DISSERTATION ABSTRACTS, 29:2636A-2637A, 1969.

Dissertation constitutes the first comprehensive account of the life of Mary Anderson, an important female labor leader. Anderson was known mainly for her accomplishments in promoting the welfare of women workers during her position as Director of the Women's Bureau, as delegate to the International Labor Organization in Geneva, Switzerland, and as a member and representative of the National Women's Trade Union League.

385. Dreier, Mary E. MARGARET DREIER ROBINS - HER LIFE, LETTERS AND WORK. New York, Island Press Cooperative, Inc., 1950. 278 pp.

Biography of Margaret Dreier Robins who for 38 years was president and later honorary president of the National Women's Trade Union League. Includes her activities in behalf of the American and International women's trade union movement.

386. Flynn, Elizabeth Gurley. I SPEAK MY OWN PIECE: AUTOBIOGRAPHY OF THE REBEL GIRL. New York, Mainstream, 1955. 326 pp.

Elizabeth Gurley Flynn, who provided the thrust for much of the activity of the early Industrial Workers of the World movement, has written a vivid account of her experiences from childhood until 1927. Her early youth and conversion to socialism, her activities as an IWW agitator and strike leader and her work in defense of civil liberties serve as parallels to the development of the movement itself. Accounts of her meetings with such prominent early figures as Joe Hill, Mother Jones, Tom Mooney and the syndicalists are wedged between a factual historical analysis of momentous strikes. "The Girls Strike" of clothing workers in New York, the Paterson Silk Strike and the Great Steel Strike are highlighted by the author--the suffering, hardship and determination of the workers are demonstrated in her many personal anecdotes.

387. Franklin, S. M. "Agnes Nestor of the Glove Workers." LIFE AND LABOR, 3:325-328, December, 1913.

The history of the glove industry and its unionization is juxtaposed on the life of Agnes Nestor, who began as a shop steward and worked to become President of the National Women's Trade Union League and Secretary-Treasurer of her International. This is a comprehensive autobiography which provides insights into the character and motivation of this leader in the women's trade union movement.

388. Goldman, Emma. LIVING MY LIFE. New York, Alfred Knopf Co., 1931. 2 vols. 993 pp.

Book is the autobiography of Emma Goldman, 1869-1940. Emma Goldman was a professed anarchist who spoke to many groups of workers and helped to organize strikes. Advocate of woman's suffrage, emancipation and prison reform. Editor of Mother Earth magazine (1906-1918).

389. Goldmark, Josephine C. IMPATIENT CRUSADER: FLORENCE KELLEY'S LIFE STORY. Urbana, University of Illinois Press, 1953. 217 pp.

Book is a biography of Florence Kelley, 1859-1932, a crusader for decent industrial conditions. Early in her life Florence Kelley was a factory inspector for the State of Illinois. She helped to expose and remedy child labor, long work days, especially for women, exploitation through low wages, high rate of infant and maternal mortality, and safety standards. Along with Lillian Wald, she helped to establish the U. S. Children's Bureau.

390. Gompers, Samuel. "Mother Jones causes a military nightmare." (Editorial) AMERICAN FEDERATIONIST, 21:405-406, May, 1914.

Protest against the violation of Mother Jones' constitutional rights as she is scheduled to be deported from Colorado for activities during a recent strike.

391. Henry, Alice. "Mary MacArthur and the women's trade union movement." CHARITIES, 18:46-47, April 6, 1907.

392. Henry, Alice. "Service is their watchword." LIFE AND LABOR, 11:205-207, July, 1921.

Autobiographical notes on the contributions made by Emma Steghagen and Elizabeth Christman to the National Women's Trade Union League.

393. Hess, J. W., ed. STRUGGLE IN THE COAL FIELDS; AN AUTOBIOGRAPHY OF FRED MOONEY. Morgantown, West Virginia University Library, 1967. 194 pp.

There are many references in this book to Mother Jones.

394. Hillman, Bessie. "Gifted women in the trade unions." In B. B. Cassara, ed. AMERICAN WOMEN: THE CHANGING IMAGE. Boston, Beacon Press, 1962, pp. 99-116.

Article is a discussion of the opportunities and responsibilities at the executive level in trade unions which women can and should find in the American labor movement. Encompasses women in the labor movement from the Knights of Labor in the latter 1800's to present day. Famous early day organizers such as Trade Union League of the 1900's and the American Labor Education Service are reviewed in terms of female leadership in the labor movement. Schools offering degrees in labor relations, the publication of labor journals and the administration of labor and welfare funds are cited as opportunities for women to become active in the American labor movement today.

395. Holmes, Lizzie M. "Her birthday gift." AMERICAN FEDERATIONIST, 10: 165-167, March, 1903.

This is the biogrsphy of Edith Langford, from her initial contact with labor organizer John Lawrence at a union meeting of metal workers, to their marriage and subsequent efforts to uplift the conditions of workers.

396. Hourwich, Andria T. and Gladys L. Palmer, eds. I AM A WOMAN WORKER: A SCRAPBOOK OF AUTOBIOGRAPHIES. New York, The Affiliated Schools for Workers, Inc., 1936. 152 pp.

"A collection of stories by workers of their own experiences in industry, written while in attendance at one of the Affiliated Schools, The Bryn Mawr Summer School for Women Workers in Industry, The School for Workers in Industry at the University of Wisconsin, The Southern Summer School for Women Workers in Industry, and The Vineyard Shore Workers' School."

397. Howe, Frances. LEONORA O'REILLY, SOCIALIST AND REFORMER. Radcliffe College honors thesis, 1952.

398. Jones, Mary. AUTOBIOGRAPHY OF MOTHER JONES. Introduction by Clarence Darrow. Chicago, Charles H. Kerr and Company, 1925. 242 pp.

An autobiography of Mother Jones, proponent of non-violence whose personal activities cover many of America's most significant strikes. Her personal distrust for the compromise inherent in trade unionism reflects a poignant counter-balance to many of her contemporary female activists.

399. Marot, Helen. "Carola Woerishoffer." LIFE AND LABOR, 1:358-361, December, 1911.

Presents a vivid autobiography of Carola Woerishoffer, Women's Trade Union League activist. She was instrumental in procuring bond for jailed strikers in the Shirtwaist Makers' union and continued to appropriate her own resources on behalf of trade unions.
"Modern philosophy judges theories and creeds by their results. The result or effect of Carola Woerishoffer's position is to make men and women, who will through the force of character, contribute to the progress of the race."

400. Nestor, Agnes. "The experiences of a pioneer woman trade unionist." AMERICAN FEDERATIONIST, 36:926-932, August, 1929.

Reviews the progress of the women's trade union movement (1902-1929) as seen by Agnes Nestor, whose own activities include both the unions and government. Discusses the topics of women's strikes, legislation, vocational education, war work, and women organizers.

401. Nestor, Agnes. WOMAN'S LABOR LEADER, AN AUTOBIOGRAPHY. Rockford, Illinois, Bellevue Books, 1954. 307 pp.

Personal account of the struggles for protection of women workers in the early twentieth century. Author's activities in the Women's Trade Union League and as legislative lobbyist in behalf of vocational education, minimum hours legislation and the right to organize collectively reflect the direction and concern of the whole feminist movement.

402. Parton, Mary Field, ed. AUTOBIOGRAPHY OF MOTHER JONES with an introduction by Clarence Darrow. Chicago, Charles H. Kerr and Company, 1925. 242 pp.

The autobiography of Mother Jones conveys the zealous and dedicated single-mindedness with which this early labor organizer pursued her fight for workers. She championed the causes of the United Mine Workers, accepting imprisonment and hardship in her violent opposition to exploitation. Her ingenuity resulted in her leading a march of miners' children to the President's door. Her bravery sustained her beliefs at gunpoint.

Believing that social change was accomplished in the streets and factories, the mines and farming camps, she chastised the suffragettes for their preoccupation with acquiring the vote and donating to charities. To support this argument, she argued that she had accomplished every feat and victory without the vote.

403. Pesotta, Rose. BREAD UPON THE WATERS. New York, Dodd, 1945. 435 pp.

A native of the Russian Pale, Rose Pesotta writes a moving autobiography of her years as a labor organizer in the United States. While primarily concerned with the International Ladies' Garment Workers' Union, she also brought a cohesive consciousness to automobile workers, rubber workers and pick-and-shovel men. The book very poignantly describes the problems posed by the melting pot nature of the worker population. It was in her facility with overcoming cultural hurdles and political fears among immigrants that Ms. Pesotta is met with the highest regard. Factually accurate, there is an account of the movement's history laced with amusing anecdotes and vignettes so often missing from the statistics.

404. THE REVOLUTION, 2:23, October 15, 1868.

This particular citation deals with Augusta Lewis and the Women's Typographical Union.

405. Schneiderman, Rose. ALL FOR ONE. New York, Paul S. Eriksson, 1967. 244 pp.

Autobiography of Rose Schneiderman, founder of local Cap Makers' Union in 1903, one time President of the New York Women's Trade Union League, organizer for the International Ladies' Garment Workers' Union, Secretary for the New York State Department of Labor, and member of the Labor Advisory Board of the National Recovery Act. Includes the contributions made by women for the furtherance of labor unions and the enactment of labor legislation.

400. White, Mary Ogden. "Susan B. Anthony, labor leader." LIFE AND LABOR, 8:89-90, April, 1919.

VIII. SUPPORTIVE EFFORTS

Included here are organizations which provided support to women in their struggle for better working conditions and for more equitable jobs within industry. These organizations, and especially the National Women's Trade Union League, lent such support, both morally and financially to the cause of organizing women in the trade unions, and for bettering their general working conditions.

A. NATIONAL WOMEN'S TRADE UNION LEAGUE

407. Boone, Gladys. WOMEN'S TRADE UNION LEAGUES IN GREAT BRITAIN AND THE UNITED STATES OF AMERICA. New York, Columbia University Press, 1942. 283 pp.

This comparative study of the development of the women's labor movement in Great Britain and America concentrates on an assessment of the value of the National Women's Trade Union League in both countries. The interdependence of the women's labor movement and the feminist movement is demonstrated. After a historical background is offered concerning the growth of the League, justifications are offered for the necessity of its existence to the progress of women laborers. The indifference of established men's unions to the needs of women, the inapplicability of many of their concerns to the problems of women and the distinctions in the demographics of prospective members in both groups are offered as arguments upholding a national women's organization as a necessity. Women laborers, as a whole, were found to be less skilled and therefore lower wage earners than their male counterparts. Their chronological age was on the average lower and their industrial work life shorter. This posed problems with the development of industrial leaders from within their ranks.

408. Davis, Allen F. "The Women's Trade Union League: origins and organization." LABOR HISTORY, 5:3-17, Winter, 1964.

Article discusses the adaptation of Britain's Women's Trade Union League in the U. S. Few women's trade unions existed at the beginning of the twentieth century; those that did were organized by women workers themselves. They received no support from the American Federation of Labor. The League called upon organized labor, working women, and leisure-class sympathizers for their time, money, and influence in helping it establish its goals of labor and social welfare legislation, and most important, labor organization.

409. Dell, Margery. "The National Women's Trade Union League of America." LIFE AND LABOR, 2:345-346, November, 1912.

A statement of purpose by the National Women's Trade Union League. The main purpose is the organization of all workers into trade unions as a remedy for long hours and poor wages. When organization is accomplished the demands of equal pay for equal work, an eight hour day and a minimum wage will automatically follow.

410. "Eighth biennial convention of the National Women's Trade Union League of America." INDUSTRIAL AND LABOR INFORMATION, 3:77, January, 1922.

Reports of the proceedings of the convention, emphasizing the particular importance of the estimate that 20,000,000 American women are confined to domestic labor without receiving recompense. The convention also appealed to all international trade unions on behalf of the admission of women workers.

411. Franklin, S. M. "Chicago trade union women in conference." LIFE AND LABOR, 5:154-156, September, 1915.

The power of suffrage and the union label, organizational methods for women workers and a report on progress in protective legislation held the attention of delegates at the Second Annual Conference of Women Trade Unionists in Chicago. League President Agnes Nestor presided over a group whose primary concern was the standardization of minimum wages and hours.

412. Franklin, S. M. "The Fifth Biennial Convention." LIFE AND LABOR, 5:116-122, July, 1915.

This comprehensive report of the activities of the National Women's Trade Union League convention emphasizes stresses upon promotion of women's suffrage, alleviation of unemployment, continued struggle with conditions in the "sweated trades" employing women and opposition to the abuses of Martial Law. Franklin includes the text of a greeting from the American Federation of Labor expressing solidarity.

413. Henry, Alice. "Chicago conference of women trade unionists." LIFE AND LABOR, 4:324-329, November, 1914.

A summary of conference events and concerns, including an agenda and listing of delegates. The necessity for utilization of consumer power

in the recognition of the union label is highlighted.

414. Kelley, Florence. "Industrial democracy: women in the trade unions." OUTLOOK, 84:926-931, December 15, 1906.

At the time of the initiation of the Women's Trade Union League, there were various influences which collectively stimulated the formation of unions among women. These included the unwillingness of state legislators to enact laws limiting hours of work, the permanent low level of women's wages in manufacturing, the combination of overwork and underpay and the rising demand for manufactured goods bearing the union label. An announcement of the formation of the League follows an elaboration of these factors.

415. "League members called to larger service." LIFE AND LABOR, 7:158, August, 1918.

A brief account of the appointments of National Women's Trade Union League members to government posts.

416. "A league of working women." (Editorial) THE NEW REPUBLIC, 14:43-44, February 9, 1918.

Editorial deals with the National Women's Trade Union League -- its purposes and reason for separate entity from the American Federation of Labor. The League is composed of female members and non-members of trade unions whose purposes are: (1) to protect working women from inadequate wages and extreme work hours, (2) to organize women to have a voice in factory conditions, (3) to educate the public of the labor movement, and (4) to promote protective legislation. Article also attributes the League's separate entity from the American Federation of Labor to the A.F.L.'s slight interest in women and its discrimination against female unionists as representatives on governing committees and at conventions throughout its trade union history.

Editor states that the A.F.L. is beginning to realize that women as a sex are a permanent sector of the labor force and has come to the conclusion that admittance, not exclusion, of women into unions is the solution to the problem of undercutting wages.

417. "League organizes Washington Committee." LIFE AND LABOR, 7:91-92, May, 1918.

The Washington Committee was organized with the two-fold purpose of serving as a chapter of the National Women's Trade Union League for local women workers and of acting as the instrument "for furthering beneficial industrial legislation in congress." It was hoped that this Committee would function as a nationwide center for propaganda on behalf of women wage earners.

418. LIFE AND LABOR. Chicago. v. 1-11, 1911-1921; v. 1-10, 1922-1932. N.S.

A publication of the National Women's Trade Union League of America.

Contains comprehensive reporting of the activities and policies of the League during years of publication. Regular feature columns highlight accomplishments of local branches. Among the topics surveyed are organization successes and difficulties, strike councils, tributary work and legislative committees. This information can be located under the headings "From Near and Far," "Votes for Women," and "Labor's Progress."

419. McDowell, Mary. "The National Women's Trade Union League." SURVEY, 23:101-107, October 16, 1909.

A review of the second biennial convention of the National Women's Trade Union League. Of interest are the issues of excluding the immigration of Japanese and Koreans, and legislation as a solution for the problems of working women. After much division among the delegates the resolution for the exclusion of Japanese and Koreans was voted down. Legislation was regarded as an immediate remedy to the problems of working women, but the enduring remedy was greater freedom to enter new vocations, and the acquisition of new skills. Nevertheless, eleven recommendations for legislation are included.

420. Mally, William. "The Triangle trade union relief." AMERICAN FEDERATIONIST, 18:544-547, July, 1911.

Activities of the Women's Trade Union League in behalf of the 146 girl shirtwaist operatives who lost their lives in the Triangle Company fire. Efforts of that organization include the establishment of committees responsible for relief, protest and prosecution.

421. Marot, Helen. "Women's trade union league." SURVEY, 26:548-549, July 1, 1911.

A progress report of the plans and purposes of the Women's Trade Union League.

422. National Women's Trade Union League of America. PROCEEDINGS... OF CONVENTION.

(The League held annual conventions in 1907, 1909, 1911, 1913, 1915, 1917, 1919, 1922 (deferred meeting) and 1924)

423. National Women's Trade Union League of America. THE VOICE OF LABOR. Chicago, 1919. 41 pp.

A selection of verse written by members of the Women's Trade Union League, as they appeared from time to time in Life and Labor and in other League publications.

424. "National Women's Trade Union League: industrial peace - how achieved?" AMERICAN FEDERATIONIST, 38:448-453, April, 1931.

The problems of working women in the South are discussed by representatives of labor, government, education, religion and the press at the Southern Industrial Conference sponsored by the Women's Trade Union League. The poor working conditions of women are seen as still largely affected by the standards of an agricultural society. Measures for alleviating unemployment, long hours, and poor wages are seen as being good for business and the community.

425. Nestor, Agnes. "Ushering in the new day." LIFE AND LABOR, 11:168-171, June, 1921.

Agnes Nestor, a distinguished leader of the National Women's Trade Union League, offers directives that attempt to meet the changing needs of organized labor.

426. Newman, Pauline M. "Out of the past--into the future." LIFE AND LABOR, 11:171-174, June, 1921.

Ms. Newman relates a brief history of the National Women's Trade Union League and speculates on its future usefulness.

427. "Position of the trade union women." SURVEY, 38:277, June 23, 1917.

At the sixth biennial convention of the National Women's Trade Union League it was reported that as a result of the war many women have moved from casual to permanent labor and from unskilled to skilled employment. In a number of resolutions the League urged that the American Federation of Labor include trade union women in its delegations to the International Labor Congress at the peace negotiations (World War I), that no labor standards be abrogated, but be improved if possible, and that there be no change in immigration laws which would permit coolie labor to undermine American standards on the Pacific Coast.

428. Robins, Margaret Dreier. "Self government in the workshop. The demand of the Women's Trade Union League." LIFE AND LABOR, 2:108-110, April, 1912.

The unorganized woman worker "became a tragic under bidder in the labor market and her own worst competitor, putting the working mothers in the sweat shop and the working fathers on the tramp." The Women's Trade Union League, professing popular government, wishes to extend peoples' control to the factories in the form of united workers under their own leadership. Analyzing the opposition to industrial workers in the light of democratic thinking, the League proposes channels through which workers and non-workers alike can achieve ultimate goals of self-determination.

429. Robins, (Mrs.) Raymond. "Freedom through organization." AMERICAN FEDERATIONIST, 22:727-729, September, 1915.

Article celebrating the fifth biennial convention of the National Women's Trade Union League. Suggests that the organization of women is not enough, the problems of working women can only be solved when they have become a part of the American labor movement.

430. Scott, Melinda. "The way to freedom." AMERICAN FEDERATIONIST, 22: 729-731, September, 1915.

Article by Melinda Scott, President of the New York Women's Trade Union League at the celebration of the fifth biennial convention of the National Women's Trade Union League. Problems concerning women can only be solved through the ballot and the labor movement. Women suffrage would be a boon for working men as well as women. Refutes argument that women do not take the labor movement seriously; cites women's participation and success in strikes.

431. Spaeth, Louise M. THE WOMEN'S TRADE UNION LEAGUE AND LEADERSHIP. Masters Thesis, Columbia University, 1925.

432. Stewart, Jane A. "National Women's Trade Union League." THE CHAUTAUQUAN, 59:116-120, June, 1910.

A statement of the goals of the Women's Trade Union League. It is the belief of the League that the women workers' disadvantage is due to the lack of organization and the absence of adequate political and legal rights. The six objects of the League are: the organization of all workers into trade unions; equal pay for equal work; eight-hour day; a minimum wage scale; full citizenship for women; and all the principles embodied in the economic program of the American Federation of Labor.

433. Sullivan, Olive M. "One league's gift to the nation's service. LIFE AND LABOR, 7:27-28, February, 1918.

The author demonstrates the extent to which the National Women's Trade Union League has contributed to the general social welfare by highlighting the activities of a single chapter in Chicago. The work of Agnes Nestor, Elizabeth Maloney, Mary McEnerney and Amy Walker Field is discussed in view of their efforts to secure humane working conditions for women in industry.

434. "Third Biennial Convention. National Women's Trade Union League of America." LIFE AND LABOR, 1:228-237, August, 1911.

Furnishes a complete account of the convention, describing the planning, execution, proceedings including election results and perspectives in the aftermath. The complete listing of delegates is provided, along with anecdotes from the major cities represented: Chicago and New York.

435. "Trade union organisation among women workers." INDUSTRIAL AND LABOR INFORMATION, 7:12, October, 1913.

Contains a brief summary of the history, organisation and goals of the National Women's Trade Union League of America, as presented in an address given by President Maud Swartz in Paris.

436. "The trade union woman." LIFE AND LABOR, 4:185-186, December, 1915.

A review of The Trade Union Woman authored by Alice Henry, which offers an interpretation of the growing movement through which women in industry attempt to elevate their own conditions as well as those of society. The work provides a history emphasizing the importance of the National

Women's Trade Union League and an analysis of trade union ideals and policies.

437. Waggaman, Mary T. "National Women's Trade Union League." MONTHLY LABOR REVIEW, 8:1183-1190, April, 1919.

A brief synopsis of the history of the National Women's Trade Union League from its founding through its involvement in peace negotiations after World War I. Resolutions and recommendations set forth by the organization concerning overall goals, social and educational commitments, organizing methods, etc. are delineated and instances of cooperation between the American Federation of Labor, government officials, the executive office and branches of the League are cited.

438. "Women workers in convention." Survey, 30:496, July 12, 1913.

At the convention of the National Women's Trade Union League Mrs. Robins, President of the League, stated that the primary goal of that organization was unionizing women and only secondly, seeking sick legislation protecting working women.

439. WOMEN'S TRADE UNION LEAGUE BULLETIN (WEEKLY) vol. 1-3, February, 1911 - November, 1913. New York.

Short bulletins announcing social events, committee reports (National Women's Trade Union League) and brief news items regarding strikes, organization drives and labor settlements.

440. "Women's Trade Union League of New York." AMERICAN FEDERATIONIST, 18: 483, June, 1911.

At a meeting sponsored by the Women's Trade Union League, a group of clergy promised to urge their congregations to purchase only those goods with the union label.

441. Women's Trade Union League of New York. ANNUAL REPORTS, 1922-1929.

442. Women's Trade Union League of New York. CONVENTION REPORTS.

B. MISCELLANEOUS ORGANIZATIONS

443. Abbott, Edith and Sophonisba P. Breckinridge. THE WAGE EARNING WOMEN AND THE STATE: A REPLY TO MISS MINNIE BRONSON. Boston, Boston Equal Suffrage Association for Good Government, n.d.

A rebuttal to an earlier article entitled "The Wage Earning Women and the State" by Miss Minnie Bronson, who contends that women suffrage will not lead to fairer treatment or better laws for women. The authors contend, however, that the working woman should be granted suffrage, since only she knows and understands what legislation will offer her the proper protection. In instances where Miss Bronson cites the paucity of "protective legislation" in states granting women suffrage, the authors have argued that many of these states have few working women, hence there being no need for such legislation. In cases where such legislation exists but suffrage does not, it is probably due to the efforts of working men whose actions may also prove beneficial to working women.

444. Aldrich, Amey. "New York's new Women in Industry Bureau." LIFE AND LABOR, 7:182-183, September, 1918.

New York became one of the first eastern cities to establish a subsidized bureau representing the needs of women in industry.

445. Brettell, Mamie. "Woman's Union Label League." AMERICAN FEDERATIONIST, 12:276, May, 1905.

New impetus to the labor movement was provided by the union label, enlisted to channel the potentially powerful currents of purchasing power. Women organized a league with the purpose of showing a force of strength in their consumer interests backing the trade union movement.

446. Carr, Lillian. "Women of the world unite, the lesson of the Washington Parade." LIFE AND LABOR, 3:112-116, April, 1913.

A demonstration was held surrounding Woodrow Wilson's inaugural on behalf of women's rights and labor grievances. Despite orderly conduct and adherence to legality on the part of the marchers, they were attacked by unrestrained crowds along the marching route. Police were later charged with neglect of duty in protecting the women, and an appeal was made through the press to solidify the position of women

trade unionists on the issues of the eight-hour day, the living wage and suffrage.

447. Currey, Margery. "The labor party for women." LIFE AND LABOR, 8:64-66, March, 1919.

An appeal by the Labor Party claiming alignment with the causes and struggles of women workers.

448. Fitzgerald, Anna. "Woman's International Union Label League and Trades Union Auxiliary." AMERICAN FEDERATIONIST, 22:731, September, 1915.

Statement by Anna Fitzgerald, President of the Women's Union Label League and Trades Union Auxiliary. Deals with League policy regarding the organization of all classes of wage earners and the demand for equal work regardless of sex. Mentions the importance to women of having the union label on goods they purchase.

449. Gompers, Samuel. "Labor and women suffrage." (Editorial) AMERICAN FEDERATIONIST, 27:937-939, October, 1920.

Giving working women the vote will humanize the democratic system. Since 1894 the American Federation of Labor has actively supported the fight for women's suffrage. Now that women have achieved political freedom, they must fight for industrial freedom; this can only be done when working women join the trade union movement.

450. Gompers, Samuel. "Trade unionism and women's suffrage." LIFE AND LABOR, 5:122-124, July, 1915.

An address to the mass meeting of the Fifth Biennial Convention of the National Women's Trade Union League.

451. Kugler, Israel. THE WOMEN'S RIGHTS MOVEMENT AND THE NATIONAL LABOR UNION, 1866-1872. Ph.D.,New York University, 1954.

452. Nathan, Maud. THE STORY OF AN EPOCH MAKING MOVEMENT. New York, Doubleday, Page and Company, 1926. 245 pp.

The Consumer's League was founded as a result of the conditions of women working in retail stores. Its effectiveness spread to manufacturing, utilizing public sympathy and the demand for the union

label and Consumer's League seal which marked goods produced in plants which had met the standards of the League.

The two assertions of the author are that the consumer can exert a decisive influence over business and that adoption of policies of improvement in working conditions and life are a necessity.

453. O'Brien, Agnes. "Suffrage and the woman in industry." LIFE AND LABOR, 5:132-133, August, 1915.

Suffrage will only be attained when working women demand it and that will only be possible when they have organized.

454. Rosinos, Jean E. "Marching women of Illinois." LABOR AGE, 21:6-7, November, 1932.

An account of the activities of the Women's Auxiliary in behalf of the Progressive Miners of America, new rival of the United Mine Workers of America.

455. "Solidarity" NEW REPUBLIC, 19:202-3, June 14, 1919.

As the International Labor Congress approached, women trade unionists became increasingly skeptical as to the willingness of the male congress to consider questions affecting them. After demonstrated lack of support in several instances from the American Federation of Labor, Mary Anderson of Chicago and Rose Schniederman of New York appealed to President Wilson on behalf of appointment of two women delegates for each government represented at the congress. The President replied that he would give "earnest and thoughtful consideration to the request".

456. VOICE OF INDUSTRY. Edited by Sarah Bagley. Lowell, Mass.

This was the official organ of the New England Workingmen's Association of which the Lowell Female Labor Reform Association was an auxiliary. Published in the 1840's.

457. "Women in industry." THE NEW REPUBLIC, 16:365-366, October 26, 1918.

The activities of the Women in Industry Service during the First World War. The American Federation of Labor is criticized for not recognizing the importance of organizing women. According to the article, "the out-

standing leaders" of the women's trade union movement have come from outside organized labor. The Women in Industry Service has succeeded in prohibiting night work in all plants working on government contracts and has formulated a demand "that wage boards, state and federal should establish a minimum wage for women on the basis of a living wage for the support of a woman with dependents."

458. Working Women's Protective Union. REPORT OF THE WORKING WOMEN'S PROTECTIVE UNION, 1863-1894. New York, 1894.

APPENDIX I

This appendix of archival sources on women and labor was compiled from various sources. About thirty archivists and curators in the United States were asked for the holdings of their libraries on the above subject; replies were received from almost that many. Guides such as the NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS and guides to specific collections such as the State Historical Society of Wisconsin and the New York Public Library were also used.

Inclusions were broad in nature. For instance, Susan B. Anthony was included even though most of her energies were not directed toward labor reforms. For a short period she edited THE REVOLUTION in which she used her position to help women organize. There were also some ephemeral collections included such as the Illinois League of Women Voters which was interested in child labor reform. Other collections which were on the border line due mainly to the time period are the papers of Frances Perkins, Lillian Wald and Eleanor Roosevelt. A subject area not included is one dealing with health and safety.

This list makes no pretense of being a definitive one. I am sure there are archives having useful material which have not been included but it is hoped that this list may form a nucleus from which to begin.

I wish to thank especially Dr. Philip Mason and Mrs. Ann Huber Maurer of the Labor History Archives at Wayne State University for their help in suggesting a number of archives which possibly had collections in the field of women and labor.

APPENDIX I

U. S. ARCHIVES HAVING MATERIAL RELATING TO WOMEN AND LABOR.

ABBOTT, EDITH, social worker and educator.

In: Edward A. Ross Papers, State Historical Society of Wisconsin.
For description see GUIDE TO MANUSCRIPTS OF THE STATE HISTORICAL SOCIETY OF WISCONSIN, no. 2214. Papers cover period 1859-1951.

In: Anna (Garlin) Spencer Papers, Friends Historical Library of Swarthmore College, Peace Collection.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3542. Papers cover period 1851-1931.

In: League of Women Voters of the United States Papers, Library of Congress, Manuscript Division.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 62-1958. Papers cover period 1892-1956.

In: University of Chicago, Archives.
For description see University of Chicago Archives.

ABBOTT, GRACE, social worker and educator.

In: Edward A. Ross Papers, State Historical Society of Wisconsin.
For description see, GUIDE TO MANUSCRIPTS OF THE STATE HISTORICAL SOCIETY OF WISCONSIN, no. 2214. Papers cover period 1859-1951.

In: Emily Greene Balch Papers, Friends Historical Library of Swarthmore College, Peace Collection.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 60-1200. Papers cover period 1893-1948.

ADDAMS, JANE, social reformer and co-founder of Hull House in Chicago.

In: Friends Historical Library, Swarthmore College, Peace Collection.
For description see Philip M. Hamer, A GUIDE TO ARCHIVES AND MANUSCRIPTS IN THE UNITED STATES, page 553.

For descriptions see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS numbers:

MS 59-41
MS 60-39
MS 60-128
MS 60-574
MS 60-663
MS 60-916
MS 60-1200
MS 60-2114
MS 60-2186
MS 60-2187
MS 61-1517
MS 61-2477
MS 61-2652
MS 61-2654
MS 61-3491
MS 62-75
MS 62-687
MS 62-1958
MS 62-2446
MS 62-2652
MS 62-3521
MS 62-4[illegible]1

In: Sophia Smith Collection, Smith College.
For descriptions see CATALOG OF SOPHIA SMITH COLLECTION, pages 5, 11, 12, 25, 26, 35, 38, 39, 41, 42.

AMERICAN ASSOCIATION FOR LABOR LEGISLATION

In: American Association for Labor Legislation Papers, Labor Management Documentation Center, New York State School of Industrial and Labor Relations, Cornell University.
For description see GUIDE TO RECORDS OF THE LABOR-MANAGEMENT DOCUMENTATION CENTER, p. 9. Papers cover period 1905-1942.

AMERICAN FEDERATION OF LABOR

In: State Historical Society of Wisconsin.
For descriptions see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, no. 62-3458 and GUIDE TO THE MANUSCRIPTS OF THE STATE HISTORICAL SOCIETY OF WISCONSIN (Index). Papers cover period 1881-19[illegible].

AMERICAN LABOR EDUCATION SERVICE, INC.

In: New York State School of Industrial and Labor Relations, Cornell University, Labor-Management Documentation Center.
For descriptions see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, no. MS 62-717 rev. and GUIDE TO RECORDS OF THE LABOR-MANAGEMENT DOCUMENTATION CENTER, p. 10. Papers cover period 1922-1933.

In: Smith College Library, Sophia Smith Collection.
For description see CATALOG OF SOPHIA SMITH COLLECTION, p. 42. (Selected duplicates of American Labor Education Service, Inc. material preserved at Cornell University and document the career of Eleanor G. Coit as well as the work of the organization.)

In: State Historical Society of Wisconsin.
For description see GUIDE TO THE MANUSCRIPTS OF THE STATE HISTORICAL SOCIETY OF WISCONSIN, no. 2010. Papers cover period 1921-1951.

ANDERSON, MARY, Director of the U.S. Women's Bureau, 1919-1944.

In: Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, no. MS 61-3496. Papers cover period 1921-1950.

In: National Women's Trade Union League of America, Records.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, no. MS 60-128. Papers cover period 1903-1950.

ANTHONY, SUSAN B., social reformer and suffragist.

For description of various collections see Philip M. Hamer, A GUIDE TO ARCHIVES AND MANUSCRIPTS IN THE UNITED STATES, index.
(During the late 1860's Susan B. Anthony edited a newspaper, THE REVOLUTION, in which she devoted considerable time and effort to helping women organize.)

For description of various collections see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS:

MS 60-2649	MS 61-2390	MS 62-4321
MS 60-3229	MS 61-2657	MS 62-4330
	MS 61-3542	MS 62-4396
MS 61-1010	MS 61-3613	MS 62-4541
MS 61-1084		
MS 61-1220	MS 62-1232	
MS 61-1257	MS 62-1547	
MS 61-1517	MS 62-1699	
MS 61-1962	MS 62-2085	
MS 61-2377	MS 62-3454	

BAMER, CATHERINE, executive secretary of Labor Housing Conference, 1935-1939.

In: American Federation of Labor Papers, State Historical Society of Wisconsin.
For description see GUIDE TO MANUSCRIPTS OF THE STATE HISTORICAL SOCIETY OF WISCONSIN, no. 2008, Series I. Papers cover period 1881-1953.

BEYER, CLARA MORTENSON, affiliated with U.S. Department of Labor, 1921-1958.

In: Radcliffe College Library, Women's Archives.
For description see Radcliffe College Library.

BORCHARDT, SELMA, active in American Federation of Teachers.

In: Labor History Archives, Wayne State University.
For description see Labor History Archives. Papers cover period 1911-1967.

BRECKINRIDGE, SOPHONISBA, P., Kentucky social worker.

In: National Women's Trade Union League of America, Records.
Library of Congress, Manuscript Division.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 60-128. Papers cover period 1903-1950.

BREWER, GRACE, midwestern socialist, and journalist.

In: Labor History Archives, Wayne State University.
For description see Labor History Archives. Papers cover period 1905-1968.

BRYN MAWR SUMMER SCHOOL FOR WOMEN WORKERS IN INDUSTRY.

In: American Labor Education Service, Inc., State Historical Society of Wisconsin.
For description see GUIDE TO MANUSCRIPTS OF THE STATE HISTORICAL SOCIETY OF WISCONSIN, no. 2010. Papers cover period 1921-1951.

CHICAGO TEACHERS' FEDERATION.

In: Chicago Historical Society, Manuscripts Division.
For description see Chicago Historical Society. Papers cover period 1897-1969.

COHN, FANNIA, officer in the International Ladies' Garment Workers' Union.

In: New York Public Library, Manuscript Division.
For description see DICTIONARY CATALOG OF THE MANUSCRIPT DIVISION (of New York Public Library). Papers cover period 1919-1962.

COIT, ELEANOR G., leader in labor education.

In: Smith College Library, Sophia Smith Collection.
For description see CATALOG OF THE SOPHIA SMITH COLLECTION, p. 42.

COLLIER, PHYLLIS, labor organizer and secretary of American Labor Party, New York State.

In: Labor History Archives, Wayne State University.
For description see Labor History Archives. Papers cover period 1881-1967.

CONSUMERS LEAGUE OF CONNECTICUT.

In: Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3799. Papers cover period 1907-1946.

CONSUMERS LEAGUE OF MASSACHUSETTS.

In: Radcliffe College Library, Women's Archives.
For description see Radcliffe College Library, Women's Archives.
Papers cover period 1891-1955.

CONSUMERS LEAGUE OF NEW YORK.

In: New York State School of Industrial & Labor Relations, Labor Management Documentation Center, Cornell University.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 62-629. Papers cover period 1891.

DEWSON, MARY WILLIAMS, leader in various social causes.

In: Franklin D. Roosevelt Library, Hyde Park, New York.
For description see Franklin D. Roosevelt Library. Papers cover the 1930's.

In: Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3676. Papers cover period 1896-1958.

ELLICKSON, KATHERINE P., active in labor education.

In: Labor History Archives, Wayne State University.
For description see Labor History Archives. Papers cover period 1929-1968.

FLYNN, ELIZABETH GURLEY, American communist, active of American Civil Liberties Union.

In: State Historical Society of Wisconsin.
For description see GUIDE TO MANUSCRIPTS OF THE STATE HISTORICAL SOCIETY OF WISCONSIN, no. 1834. Papers cover period 1917-1923.

In: Labor History Archives, Wayne State University.
For description see Labor History Archives. This collection is on magnetic audio tape.

GIBSON, MARGARET PURDY, factory inspector, Central New York State.

In: Cornell University, Collection of Regional History and University Archives.
For description see Cornell University, University Archives.
Scrapbook covers period 1890-1891.

GOLDMAN, EMMA, anarchist.

In: University of Michigan Library, Labadie Collection.
For description see University of Michigan, Labadie Collection.

HENROTIN, ELLEN MARTIN, social reformer.

In: Radcliffe College Library, Women's Archives.
For description see Radcliffe College Library, Women's Archives.
Papers cover period 1865-1921.

HENRY, ALICE, editor of LIFE & LABOR, author.

In: National Women's Trade Union League of America, Records, Library of Congress, Manuscript Division.
For description see National Union Catalog of Manuscript Collections, MJ 60-128. Papers cover period 1903-1950.

HERRICK, ELINORE MOREHOUSE, Regional director for National Labor Relations Board, New York, New Jersey, and Connecticut.

In: Radcliffe College Library, Women's Archives.
For description see Radcliffe College Library, Women's Archives.
Papers cover period 1931-1964.

HERRICK, MARY, teacher, active in Chicago American Federation of Teachers.

In: Labor History Archives, Wayne State University.
For description see Labor History Archives. Papers cover period 1932-1966.

In: University of Illinois Library, Chicago Circle.
For description see the University of Illinois Library.
Papers cover period 1932-1966.

HERSTEIN, LILLIAN, Chicago public school teacher.

In: Chicago Historical Society, Manuscript Division.
For description see Chicago Historical. Papers cover period 1920-1958.

ILLINOIS LEAGUE OF WOMEN VOTERS.

In: Chicago Historical Society, Manuscripts Division.
For description see Chicago Historical Society. Papers cover period 1921-1961.

INTERNATIONAL CONGRESS OF WORKING WOMEN, 1919-1923.

In: Smith College Library, Sophia Smith Collection.
For description see CATALOG OF THE SOPHIA SMITH COLLECTION.

INTERNATIONAL FEDERATION OF WORKING WOMEN.

In: Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3424. Papers cover period 1919-1923.

INTERNATIONAL LADIES' GARMENT WORKERS' UNION.

In: New York State School of Industrial & Labor Relations, Labor Management Documentation Center, Cornell University. For description see GUIDE TO THE RECORDS, Labor Management Documentation Center. Papers cover period 1910-1926.

JOHNSON, ETHEL McLEAN, assistant Commissioner of the Massachusetts Department of Labor.

In: Radcliffe College Library, Women's Archives. For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-2373. Papers cover period 1919-1945.

JONES, MARY HARRIS "MOTHER", labor leader, active especially among the miners.

In: West Virginia University Library, Special Collections. For description see West Virginia University Library.

In: Chicago Federation of Labor, Chicago Historical Society. For description see Chicago Historical Society. Papers cover period 1896.

KOHN, ESTHER L., active in labor legislation in Illinois.

In: University of Illinois Library, Chicago Circle. For description see University of Illinois Library.

LEWIS, LENA MORROW, National organizer, lecturer for Socialist Party, and American Labor Party.

In: Tamiment Library, New York University. For description see Tamiment Library, New York University. Papers cover period 1899-1948.

McCORMICK COLLECTION.

In: State Historical Society of Wisconsin. For description see State Historical Society of Wisconsin. (Contains material on working conditions of women employed by McCormick Harvester Machine Co.).

McDOWELL, MARY ELIZA, social service worker; head of Chicago Women's Trade Union League.

In: Chicago Historical Society Library.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-399. Papers cover period 1894-1944.

NATHAN, MAUD, author, speaker and reformer.

In: Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-2659. Scrapbooks cover period 1890-1938.

NATIONAL CONSUMERS LEAGUE.

In: Library of Congress, Manuscript Division.
For description see Philip M. Hamer, A GUIDE TO ARCHIVES AND MANUSCRIPTS IN THE UNITED STATES. Papers cover period 1899-1946.

NATIONAL CONSUMERS LEAGUE.

In: Radcliffe College Library, Women's Archives.
For description see Radcliffe College Library, Women's Archives. Papers cover period 1912-1949.

In: New York State School of Industrial and Labor Relations. Labor Management Documentation Center, Cornell University.
For description see GUIDE TO THE RECORDS, Labor Management Documentation Center. Papers begin with the year 1899.

NATIONAL LEAGUE OF WOMEN WORKERS.

In: Marion H. Niles papers, Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3455. Papers cover period 1911-1946.

NATIONAL WOMEN'S PARTY.

In: Library of Congress, Manuscript Division.
For description see Philip M. Hamer, A GUIDE TO ARCHIVES AND MANUSCRIPTS IN THE UNITED STATES, p. 117. Papers cover period 1912-1921.

NATIONAL WOMEN'S TRADE UNION LEAGUE.

In: Library of Congress, Manuscript Division.
For description see Philip M. Hamer, A GUIDE TO ARCHIVES AND MANUSCRIPTS IN THE UNITED STATES. Papers cover period 1903-1950.

In: Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3677. Papers cover period 1904-1949.

In: Cornell University, New York State School of Industrial and Labor Relations, Labor Management Documentation Center.
For description see GUIDE TO THE RECORDS, Labor Management Documentation Center.

NATIONAL WOMEN'S TRADE UNION LEAGUE, (Chicago) (1930's).

In: Rose Schneiderman Paper's, New York University, Tamiment Library.
For description see Tamiment Library. Papers cover period of 1930's.

NATIONAL WOMEN'S TRADE UNION LEAGUE, (New York City).

In: New York State, Department of Labor Library (80 Centre St, New York City).
For description see New York State, Department of Labor Library.

NESTOR, AGNES, labor union official.

In: Chicago Historical Society, Manuscripts Division.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-398.

NEW YORK WOMEN'S TRADE UNION LEAGUE.

In: New York State School of Industrial and Labor Relations, Labor Management Documentation Center, Cornell University.
For description see Labor Management Documentation Center.

NEWMAN, PAULINE, organizer with the National Women's Trade Union League and the International Ladies' Garment Workers' Union.

In: Rose Schneiderman papers, Tamiment Library, New York University. For description see Tamiment Library. Papers cover period of 1930's.

NILES, MARION H., active in Massachusetts National League of Women Workers.

In: Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3455. Papers cover period 1911-1946.

O'REILLY, LEONORA, labor organizer.

In: Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-2477. Papers cover period 1886-1928.

PERKINS, FRANCES, New York State Industrial Commissioner, U. S. Secretary of Labor.

In: Radcliffe College Library, Women's Archives.
For description see Philip M. Hamer, A GUIDE TO ARCHIVES AND MANUSCRIPTS IN THE U. S. Scrapbooks cover period 1926-1945.

In: Franklin D. Roosevelt Library, Hyde Park, New York.
For description see Franklin D. Roosevelt Library. Papers cover period 1929-1945.

In: Connecticut College Library.
For description see Connecticut College Library and Philip M. Hamer, A GUIDE TO ARCHIVES AND MANUSCRIPTS IN THE UNITED STATES. Records cover period 1928-1940.

In: Columbia University Libraries.
For description see Columbia University Libraries and NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3369 and MANUSCRIPT COLLECTIONS IN THE COLUMBIA UNIVERSITY LIBRARIES; A DESCRIPTIVE LIST. Papers cover period 1933-1945.

PESOTTA, ROSE, officer in the International Ladies' Garment Workers' Union.

In: New York Public Library, Manuscript Division.

For description see DICTIONARY CATALOG OF THE MANUSCRIPT DIVISION (of the New York Public Library). Papers cover period 1922-1965.

ROBBINS, MATILDA, active in Industrial Workers of the World and other social reform movements.

In: Labor History Archives, Wayne State University.
For description see Labor History Archives. Papers cover period 1914-1951.

ROBINS, MARGARET DREIER, President of National Women's Trade Union League, 1907-1922.

In: National Women's Trade Union League of America, Records, Library of Congress, Manuscript Division.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 60-128. Records cover period 1903-1950.

In: Raymond Robins, STATE HISTORICAL SOCIETY OF WISCONSIN.
For description see GUIDE TO THE MANUSCRIPTS OF THE STATE HISTORICAL SOCIETY OF WISCONSIN, no. 2204. Papers cover period 1878-1951.

In: University of Florida Library.
For description see University of Florida Library.

ROOSEVELT, ELEANOR, active in many social and liberal causes.

In: Franklin D. Roosevelt Library, Hyde Park, New York.
For description see Franklin D. Roosevelt Library. Papers cover period 1933-1945.

SCHNEIDERMAN, ROSE, active in National Women's Trade Union League.

In: National Women's Trade Union League of America, Records, Library of Congress, Manuscript Division.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 60-128. Papers cover period 1903-1950.

In: Tamiment Library, New York University.
For description see Tamiment Library. Papers cover period 1930's.

SMITH, HILDA WORTHINGTON, active in labor education.

In: Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3453. Papers cover period 1835-1959.

In: American Labor Education Service, Inc. Papers, State Historical Society of Wisconsin.
For description see GUIDE TO MANUSCRIPTS OF THE STATE HISTORICAL SOCIETY OF WISCONSIN, no. 2010. Papers cover period 1921-1951.

In: Franklin D. Roosevelt Library, Hyde Park, New York.
For description see Franklin D. Roosevelt Library. Papers cover period 1922-1961.

STARR, ELLEN GATES, co-founder of Hull House, crusader for labor legislation and reform.

In: Smith College, Sophia Smith Collection.
For description see CATALOG OF SOPHIA SMITH COLLECTION.

In: Cook County Socialist Party, Minute books. University of Illinois Library, Chicago Circle.
For description see University of Illinois Library, Chicago Circle. Papers cover period 1913-1919.

STRONG, ANNA LOUISE, labor correspondent for Seattle Union Record, first trade union newspaper in the U. S.

In: Sydney Dix Strong Papers, Swarthmore College, Friend Historical Library, Peace collection.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3544.

In: University of Washington Libraries (Seattle).
For description see University of Washington Libraries.

THORNE, FLORENCE, editor of the American Federationist, Director of Research, American Federation of Labor, 1935-1952.

In: American Federation of Labor Papers, State Historical Society of Wisconsin.
For description see GUIDE TO MANUSCRIPTS OF THE STATE HISTORICAL SOCIETY OF WISCONSIN, no. 2008. Papers cover period 1881-1953.

U. S. DEPARTMENT OF LABOR, Women's Bureau.

In: Mary Anderson Papers, Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-3496. Papers cover period 1921-1950.

VAN KLEECK, MARY, pioneer in social research.

In: Smith College Library, Sophia Smith Collection.
For description see CATALOG OF THE SOPHIA SMITH COLLECTION. Papers cover period 1909-1961.

VORSE, MARY HEATON, labor journalist, social critic.

In: Labor History Archives, Wayne State University.
For description see Labor History Archives. Papers cover period 1841-1966.

WALD, LILLIAN, leader in New York social service work.

In: New York Public Library, Manuscript Division.
For description see Philip M. Hamer, GUIDE TO ARCHIVES AND MANUSCRIPTS IN THE U. S. Papers cover period 1893-1939.

WINSLOW, MARY NELSON, social worker.

In: Radcliffe College Library, Women's Archives.
For description see NATIONAL UNION CATALOG OF MANUSCRIPT COLLECTIONS, MS 61-2656. Papers cover period 1923-1951.

APPENDIX II

WOMEN'S BUREAU, UNITED STATES DEPARTMENT OF LABOR:

Bulletin

1. Proposed employment of women during the war in the industries of Niagara Falls, N. Y. 1918. 16 pp.

2. Labor laws for women in industry in Indiana. 1919. 29 pp.

3. Standards for the employment of women in industry. Fourth ed., 1928. 8 pp.

4. Wages of candy makers in Philadelphia in 1919. 1919. 46 pp.

5. The eight-hour day in Federal and State legislation. 1919. 46 pp.

6. The employment of women in hazardous industries in the United States. 1921. 8 pp.

7. Night-work laws in the United States (1919). 1920. 4 pp.

8. Women in the Government service. 1920. 37 pp.

9. Home work in Bridgeport, Conn. 1920. 35 pp.

10. Hours and conditions of work for women in industry in Virginia. 1920. 32 pp.

11. Women street-car conductors and ticket agents. 1921. 90 pp.

12. The new position of women in American industry. 1920. 158 pp.

13. Industrial opportunities and training for women and girls. 1921. 48 pp.

14. A physiological basis for the shorter working day for women. 1921. 20 pp.

15. Some effects of legislation limiting hours of work for women. 1921. 26 pp.

16. See bulletin 98.

17. Women's wages in Kansas. 1921. 104 pp.

18. Health problems of women in industry. Revised 1931. 6 pp.

19. Iowa women in industry. 1922. 73 pp.

20. Negro women in industry. 1922. 65 pp.

21. Women in Rhode Island industries. 1922. 73 pp.

22. Women in Georgia industries. 1922. 89 pp.

23. The family status of breadwinning women. 1922. 43 pp.

24. Women in Maryland industries. 1922. 96 pp.

25. Women in the candy industry in Chicago and St. Louis. 1923. 72 pp.

26. Women in Arkansas industries. 1923. 86 pp.

27. The occupational progress of women. 1922. 37 pp.

28. Women's contributions in the field of invention. 1923. 51 pp.

29. Women in Kentucky industries. 1923. 114 pp.

30. The share of wage-earning women in family support. 1923. 170 pp.

31. What industry means to women workers. 1923. 10 pp.

32. Women in South Carolina industries. 1923. 128 pp.

33. Proceedings of the Women's Industrial Conference. 1923. 190 pp.

34. Women in Alabama industries. 1924. 86 pp.

35. Women in Missouri industries. 1924. 127 pp.

36. Radio talks on women in industry. 1924. 34 pp.

37. Women in New Jersey industries. 1924. 99 pp.

38. Married women in industry. 1924. 8 pp.

39. Domestic workers and their employment relations. 1924. 87 pp.

40. See bulletin 98.

41. Family status of breadwinning women in four selected cities. 1925. 145 pp. (All occupations. From census data.)

42. List of references on minimum wage for women in the United States and Canada. 1925. 42 pp.

43. Standard and scheduled hours of work for women in industry. 1925. 66 pp.

44. Women in Ohio industries. 1925. 137 pp.

45. Home environment and employment opportunities of women in coal-mine workers' families. 1925. 61 pp.

46. Facts about working women: A graphic presentation based on census statistics. 1925. 64 pp.

47. Women in the fruit-growing and canning industries in the State of Washington. 1926. 223 pp.

48. Women in Oklahoma indutries. 1926. 118 pp.

49. Women workers and family support. 1925. 10 pp.

50. Effects of applied research upon the employment opportunities of American women. 1926. 54 pp.

51. Women in Illinois industries. 1926. 108 pp.

52. Lost time and labor turnover in cotton mills. 1926. 203 pp.

53. The status of women in the Government service in 1925. 1926. 103 pp.

54. Changing jobs. 1926. 12 pp.

55. Women in Mississippi industries. 1926. 89 pp.

56. Women in Tennessee industries. 1927. 120 pp.

57. Women workers and industrial poisons. 1926. 5 pp.

58. Women in Delaware industries. 1927. 156 pp.

59. Short talks about working women. 1927. 24 pp.

60. Industrial accidents to women in New Jersey, Ohio, and Wisconsin. 1927. 316 pp.

61. The development of minimum-wage laws in the United States, 1912 to 1927. 1928. 635 pp.

62. Women's employment in vegetable canneries in Delaware. 1927. 47 pp.

63. See bulletin 98.

64. The employment of women at night. 1928. 86 pp.

65. The effects of labor legislation on the employment opportunities of women. 1928. 498 pp.

66-I. History of labor legislation for women in three States. 1929. 133 pp. (Separated from No. 66-II in reprint, 1932.)

66-II. Chronological development of labor legislation for women in the United States. 1929. 145 pp. (Revised and separated from No. 66-I in 1932. 176 pp.)

67. Women workers in Flint, Mich. 1929. 80 pp.

68. Summary: The effects of labor legislation on the employment opportunities of women. (Reprint of chapter II of bulletin 65.) 1928. 22 pp.

69. Causes of absence for men and for women in four cotton mills. 1929. 24 pp.

70. Negro women in industry in 15 States. 1929. 74 pp.

71. Selected references on the health of women in industry. 1929. 8 pp.

72. Conditions of work in spin rooms. 1929. 41 pp.

73. Variations in employment trends of women and men. (Ohio figures). 1930. 143 pp.

74. The immigrant woman and her job. 1930. 179 pp.

75. What the wage-earning woman contributes to family support. 1929. 21 pp.

76. Women in 5-and-10-cent stores and limited-price chain department stores. 1930. 58 pp.

77. A study of two groups of Denver married women applying for jobs. 1929. 11 pp.

78. A survey of laundries and their women workers in 23 cities. 1930. 166 pp.

79. Industrial home work. 1930. 20 pp.

80. Women in Florida industries. 1930. 115 pp.

81. Industrial accidents to men and women. 1930. 48 pp.

82. The employment of women in pineapple canneries of Hawaii. 1930. 30 pp.

83. Fluctuation of employment in the radio industry. 1931. 66 pp.

84. Fact finding with the Women's Bureau. 1931. 37 pp.

85. Wages of women in 13 States. 1931. 213 pp.

86. Activities of the Women's Bureau of the United States. 1931. 15 pp.

87. Sanitary drinking facilities, with special reference to drinking fountains. 1931. 28 pp.

88. The employment of women in slaughtering and meat packing. 1932. 210 pp.

89. The industrial experience of women workers at the summer schools, 1928 to 1930. 1931. 62 pp.

90. Oregon legislation for women in industry. 1931. 40 pp.

91. Women in industry. A series of papers to aid study groups. 1931. 79 pp.

92. Wage-earning women and the industrial conditions of 1930: A survey of South Bend. 1932. 84 pp.

93. Household employment in Philadelphia. 1932. 88 pp.

94. State requirements for industrial lighting: A handbook for the protection of women workers, showing lighting standards and practices. 1932. 65 pp.

95. Bookkeepers, stenographers, and office clerks in Ohio, 1914 to 1929. 1932. 34 pp.

96. Women office workers in Philadelphia. 1932. 17 pp.

97. The employment of women in the sewing trades of Connecticut: Preliminary report. 1932. 13 pp. See also bulletin 109.

98. Labor laws for women in the States and Territories. Revision of Bulletin 63. 1932. 71 pp. See also pamphlet, 1933.

99. The installation and maintenance of toilet facilities in places of employment. 1932. 89 pp.

100. The effects on women of changing conditions in the cigar and cigarette industries. 1932. 187 pp.

101. The employment of women in vitreous enameling. 1932. 64 pp.

102. Industrial injuries to women in 1928 and 1929 compared with injuries to men. 1933. 36 pp.

103. Women workers in the third year of the depression: A study of 109 students in the Bryn Mawr summer school. 1933. 16 pp.

104. The occupational progress of women. 1910 to 1930. 1933. 90 pp.

105. A study of a change from 8 to 6 hours of work. 1933. 14 pp.

106. Household employment in Chicago. 1933. 62 pp.

107. Technological changes in relation to women's employment. (In press.)

108. The effects of the depression on wage earners' families: A second survey of South Bend. (In press.)

109. Employment of women in the sewing trades of Connecticut: Second and final report. (In press.) See also bulletin 97.

110. The change from manual to dial operation in the telephone industry. 1933. 15 pp.

111. Hours, earnings, and employment in cotton mills. 1933. 78 pp.

112. Standards of placement agencies for household employees. 1934. 68 pp.

113. Employment fluctuations and unemployment of women, 1928-1931. 1933. 236 pp.

114. State reporting of occupational disease, including a survey of legislation applying to women. 1934. 99 pp.

115. Women at work: A century of industrial change. 1933. 51 pp. Revised 1934. 60 pp.

116. A study of a change from one shift of 9 hours to two shifts of 6 hours each. 1934. 14 pp.

117. The age factor as it relates to women in business and the professions. 1934. 66 pp.

118. The employment of women in Puerto Rico. 1934. 34 pp.

119. Hours and earnings in the leather glove industry. 1934. 32 pp.

120. The employment of women in offices. 1934. 126 pp.

121. A survey of the shoe industry in New Hampshire. 1934. 100 pp.

122. Variations in wage rates under corresponding conditions. 1934. 57 pp.

123. The employment of women on work clothing and cotton dresses. (In press.)

124. Women in Arkansas industries. 1934. 45 pp.

125. The employment of women in department stores. (In press.)

126. Women in industry in Texas. (In press.)

127. Hours and earnings in tobacco stemmeries. 1934. 29 pp.

128. Potential earning power of southern mountaineer handicraft. 1934. 56 pp.

129. Industrial injuries to women in 1930 and 1931 compared with injuries to men. 1935. 59 pp.

130. Employed women under N.R.A. codes. (In press.)

131. Industrial home work in Rhode Island. (In press.)

132. Women who work in offices: I. Study of employed women; II. Study of women seeking employment. (In press.)

133. Employment conditions in beauty shops. 1935. 46 pp.

134. Summaries of studies on the economic status of women. 1935. 20 pp.

135. The commercialization of the home through industrial home work. 1935. 49 pp.

136. The health and safety of women in industry. 1935. 23 pp.

CROSS REFERENCE INDEX

I. EMPLOYMENT

B. DISPLACEMENT

See also: 1, 8, 14, 17, 20, 23, 28, 57, 67, 100, 135, 228

C. SPECIFIC INDUSTRIES

See also: 35, 183, 187, 190, 194, 197, 198, 199, 202, 203, 205, 207, 209, 213, 229, 277

II. TRADE UNIONS

A. GENERAL WORKS

See also: 57, 63, 69, 122, 214, 280

B. PROBLEMS RELATING TO ORGANIZING AND UNIONIZATION

See also: 3, 9, 12, 31, 53, 56, 58, 60, 67, 73, 81, 85, 91, 97, 107, 108, 180, 202, 228, 230, 249, 258

C. ATTITUDES TOWARD WOMEN IN TRADE UNIONS

See also: 15, 29, 30, 71, 96, 104, 105, 119, 138, 139, 153, 160, 167, 170, 237, 249, 253, 416

III. WORKING CONDITIONS

A. GENERAL WORKS

See also: 5, 7, 9, 12, 16, 20, 21, 25, 29, 60, 64, 69, 83, 84, 87, 92, 150, 249, 255, 271, 420

B. WAGES

See also: 1, 4, 10, 12, 14, 20, 29, 31, 32, 34, 35, 37, 39, 42, 43, 45, 49, 50, 51, 52, 54, 56, 58, 59, 60, 61, 65, 66, 68, 71, 82, 135, 169, 170, 183, 184, 202, 204, 207, 208, 215, 216, 217, 218, 220, 221, 222, 223, 224, 225, 226, 227, 233, 332, 339, 341, 346, 347, 359

C. HOURS

See also: 20, 21, 31, 52, 75, 110, 184, 202, 207, 215, 216, 217, 218, 219, 220, 221, 223, 224, 225, 226, 227, 326, 329, 336, 339, 341, 343, 346, 350, 358, 359

IV. STRIKES AND LOCKOUTS

See also: 15, 57, 70, 75, 76, 79, 83, 92, 151, 261

V. PROTECTIVE LEGISLATION

See also: 12, 16, 18, 19, 20, 23, 29, 30, 31, 32, 34, 43, 47, 52, 67, 107, 122, 137, 168, 191, 200, 212, 232, 238, 239, 243, 246, 248, 249, 250, 251, 253, 255, 260, 264, 266, 267, 270, 273, 275, 284, 286, 287, 288, 289, 291, 293, 365

VI. WORKER EDUCATION

See also: 5, 88, 134, 152, 212

VII. LABOR LEADERS

See also: 9, 189

VIII. SUPPORTIVE EFFORTS

A. NATIONAL WOMEN'S TRADE UNION LEAGUE

See also: 3, 21, 79, 87, 93, 96, 107, 146, 156, 157, 159, 168, 196, 213, 247, 265, 266, 306, 307, 352, 362, 372, 373, 381, 385, 387, 392, 394, 399, 400, 401

B. MISCELLANEOUS ORGANIZATIONS

See also: 13, 14, 18, 19, 24, 29, 31, 51, 69, 93, 95, 120, 151, 179, 184, 197, 200, 201, 236, 243, 286, 382, 384, 394

SUBJECT INDEX

Item Number

American Federation of Labor.....
15, 71, 79, 93, 96, 104, 171, 172, 173, 174, 175, 179, 182, 346, 412, 416, 449, 457

American Labor Education Service, Inc.....394

Anderson, Mary.....
3, 24, 282, 284, 341, 394, 455

Anthony, Susan B.....
9, 406

Bakery and Confectionery Workers' International Union of America
105

Barry, Leonora.....
180, 189

Bloor, Ella R.....283

Bookbinding.....
See Printing and Bookbinding

Boot and Shoe Industry.....
57, 58, 59, 75, 91, 94, 183

Boot and Shoe Workers' Union.....
81, 90

Bryn Mawr Summer School.....
369, 374, 375, 376, 377, 379, 396

Carey, Matthew.....208

Christman, Elizabeth.....392

Clerical workers.....28

Cloth Hat, Cap and Millinery Workers' International Union...
73, 111, 328

Item Number

Clothing Industry.....
25, 28, 62, 64, 65, 69, 99, 104, 183, 195, 202, 203, 230, 233, 237, 295, 296, 297, 299, 300, 303, 305, 308, 309, 312, 317, 318, 319, 321, 322, 323, 324, 330, 331, 332, 333, 334, 387

Congress of Industrial Organizations
72

Clothing Workers of America; Amalgamated.....
73, 96, 268

Daughters of St. Crispin.....
57, 75, 77, 81

Dorr, Rheta Childe.....
341

Dreier, Mary.....
79, 394

Electrical Workers of America, International Brotherhood of.....
302

Farm labor.....28

Federal Employees; National Federation of.....71

Field, Amy Walker.....
433

Flynn, Elizabeth Gurley.....386

Food and Beverage Industry.....
25, 190, 237, 277

Garment Industry.....
See Clothing Industry

Item Number

Garment Workers' Union; International Ladies'..... 62, 71, 79, 92, 104, 110, 300, 301, 310, 311, 313, 315, 324, 326, 329, 366, 368

Glove Workers Union of America; International.....298

Goldman, Emma.....388

Henry, Alice.....13

Hosiery Workers'; American Federation of.....88

International Association for Labor Legislation.....354

International Congress of Working Women, First.....32

Jones (Washington senator).....23

Kelley, Florence.....389

Knights of Labor..... 15, 75, 180, 189

Labor Party.....447

LaFollette Eight Hour Bill.....287

Langford, Edith.....395

Larcom, Lucy.....199

Laundry Industry..... 28, 75, 306

Laundry Workers' International Union..... 76, 100

Lewis, Augusta.....404

Lowell Factory System..... 198, 209

Item Number

Lowell Female Labor Reform Association.....456

Lowell Offering.....209

Lynch, James.....41

MacArthur, Mary.....391

McDonald, Mary.....9

McDowell, Mary E.....208

McEnerney, Mary.....433

Maloney, Elizabeth.....433

Manufacturing Industry..... 194 (gas masks), 237 & 277 (paper boxes)

Meat Packing Industry.....56

Mother Jones..... 390, 393, 398, 402

National Consumer's League..... 201, 452

National Federation of Business and Professional Women.....243

National Labor Union.....76

National League of Women Voters... 6

National Manufacturers Organization.....18

National Women's Party..... See Women's Party

National Women's Trade Union League 3, 19, 21, 66, 78, 79, 87, 93, 96, 107, 196, 213, 247, 265, 266, 307, 352, 364, 372, 373, 392, 394, 407-442

Item Number

Nestor, Agnes..... 387, 400, 401, 425, 433

New York Cloak, Suit and Shirt Manufacturer's Association.....329

New York Factory Investigating Commission..... 277, 278

Panama Hat Workers.....314

Pesotta, Rose.....403

Photography Industry.....187

Printing and Bookbinding..... 67, 183

Protective Association.....80

Robins, Margaret Dreier..... 385, 394

Schneiderman, Rose..... 405, 455

Shirt Manufacturers Protection Association.....329

Southern Industrial Conference.... 424

Southern Summer School for Women in Industry..... 379, 396

Stanton, Elizabeth Cady.....9

Steghagen, Emma.....292

Textile Industry..... 12, 25, 65, 89, 183, 185, 197, 198, 207, 230, 304

Textile Workers of America; United 307

Item Number

Tobacco and Cigar Industries..... 25, 35, 61, 183

Transportation Industry.....25

Triangle Fire..... 196, 210

Typographical Union, Women's...404

Union Label.....445

Unity House.....370

U. S. Commission on Industrial Relations.....264

U. S. Department of Commerce..... 231, 232

U. S. National War Labor Board.... 3, 263

U. S. Women in Industry Service... 3, 24, 31

U. S. Women's Bureau..... 13, 20, 24, 184, 186, 283

VanKleeck, Mary..... 3, 24, 31, 32

Vineyard Shore Workers' School.... 396

Wisconsin Summer School for Workers in Industry..... 369, 379, 396

Woerishoffer, Carola.....399

Women's Industrial Conference...34

Women's Party..... 18, 347, 353

Women's Union Label League.....448

Item Number

Woodhull, Victoria.....9

Working Women's Association.....80

Working Women's Protective Union..458

Young Women's Christian Association 47, 200, 378

INDEX TO AUTHORS

A

Name	Item Number
Abbott, Edith	1, 2, 35, 36, 56, 57, 183, 443
Adams, Elizabeth K.	3
Addams, Jane	118
Aldrich, Amey	444
Anderson, Mary	4, 121, 184, 185, 186, 235, 236, 283, 341, 382
Andrews, Irene Osgood	237, 335, 336
Andrews, John B.	122
Andrews, Nellie	123

B

Baine, C. L.	58
Baker, Elizabeth F.	337
Bari, V.	338
Barnes, E.	5
Barnum, Gertrude	124, 125
Bedell, Gertrude	38
Benham, Elisabeth D.	71
Best, Harry	72
Bliss, W. D. P.	122
Bloor, Ella R.	383
Boone, Gladys	407
Brandeis, Elizabeth	339
Brandeis, Louis I.	238
Breckinridge, Sophonisba P.	1, 6, 284, 340, 443
Brettell, Mamie	445
Bronson, Charlotte	187
Bruere, Martha Bensley	296
Budish, Jacob M.	73
Burns, Agnes	297
Butler, Elizabeth B.	188

C

Campbell, Helen	7
Campbell, Margaret N.	126
Carlton, Frank J.	189
Carmer, Lucy	285
Carpenter, Elizabeth	8
Carr, Lilian	446
Carroll, Mollie Ray	239
Christman, Elizabeth	298, 364
Cohn, Fannia M.	74, 128, 129, 130, 131, 132, 133, 134, 240, 299, 300, 365, 366, 367, 368
Commons, John R.	9, 135
Comstock, S. C.	301
Cook, Cara	40
Craton, Ann Washington	171
Crawford, Caroline	302
Currey, Margery	447

D

Daley, Sister John Marie	384
Davis, Allen F.	408
Davis, Philip	60, 303
DeGraffenreid, Claire	191
Dell, Margery	409
Delzell, Ruth	75, 76, 77, 136, 286, 304
Dickason, Gladys	78
Dorr, Rheta Childe	192, 341
Dreier, Mary E.	305, 306, 385

E

Ellis, Havelock	241
Evans, Elizabeth G.	307

F

Name — Item Number

Fawcett, Edgar.....193
Fawcett, M. E.....242
Field, Amy Walker.....
308, 309
Filene, Edward A.....137
Fisher, Katherine.....172
Fitzgerald, Anna.....448
Flexner, Eleanor.....
79, 80, 138
Flynn, Elizabeth Gurley.....386
Foner, Philip S.....139
Foster, E. P.....140
Franklin, S. M.....
173, 255, 387, 411, 412
Freund, Ernst.....342
Funk, Bertha.....194

G

Galster, Augusta E.....81
Gannett, Alice.....61
Geisinger, Anna.....82
Gillespie, H. S.....42
Gilson, Mary B.....
243, 244
Goldman, Emma.....388
Goldmark, Josephine C.....
43, 288, 343, 344, 389
Gompers, Samuel.....
11, 44, 45, 83, 84, 141, 174,
245, 310, 311, 312, 345, 390,
449, 450
Gordon, M. L. J.....246
Grant, Lake.....85
Green, William.....
86, 142, 143, 144, 346

H

Hard, W. I.....12
Hauser, Elizabeth J.....175
Henratin, Ellen M.....145
Henry, Alice.....
13, 87, 146, 196, 289, 313, 391,
392, 413

Name — Item Number

Herron, Belva M.....147
Herstein, Lillian.....247
Hess, J. W., ed.....393
Hillman, Bessie.....394
Hinckey, Margaret.....314
Hochman, Julius.....148
Hohn, Gertrude.....88
Holcombe, A. N.....248
Holmes, Lizzie M.....
149, 197, 395
Hopkins, Mary D.....250
Hourwich, Andria T.....396
Howe, Frances.....397
Huntzinger, Leona.....89
Hutchins, Grace.....151
Hutchinson, Emilie J.....249

J

Johnson, Agnes.....90
Johnson, Ethel M.....
250, 251
Jones, Mary.....398
Josephson, Hannah.....198

K

Kanka, Mabel.....14
Katzor, Clara.....91
Kelley, Florence.....
347, 414
Kelley, M. E. J.....15
Kotchin, Morris.....62
Kugler, Israel.....451
Kula, Anna.....
315, 316
Kuczynski, Jürgen.....252

L

Lape, Esther E.....47
Larcom, Lucy.....199
Leupp, Constance D.....317
Levine, Louis.....92

Name	Item Number
Lindsay, Matilda	93
Loughlin, Ann	132
Lowther, R. J.	94
Lutz, A.	253

M

MacLean, Annie Marion	16, 95, 200, 348
McDowell, Mary	419
Maher, Amy G.	96
Mailly, William	318, 420
Mann, Annette	201
March, M.	347
Marot, Helen	153, 254, 319, 399, 421
Mason, Ethel	255
Matthews, Lillian R.	97
Mies, Frank P.	349
Miller, Frieda S.	17
Miller, Spencer, Jr.	369
Millis, H. A.	256
Morrison, Harry L.	100

N

Nagler, Isidore	202
Nathan, Maud	452
Nestor, Agnes	18, 203, 350, 400, 401, 425
Newman, Pauline M.	104, 176, 320, 351, 426
Nienburg, Bertha M.	258

O

Obenauer, Marie L.	19
O'Brien, Agnes	453
O'Donnell, Edward	48
Ogden, Jean	155
O'Reilly, Lenora	322
O'Reilly, Mary	323
O'Toole, Kitty	352

P

Name	Item Number
Palmer, Gladys L.	396
Parton, Mary Field	402
Payntz, Juliet Stuart	370
Pearlson, Jeanne S.	259
Pezzotto, Jessica B.	106
Pell, Orlie	371
Perkins, Frances	107, 157
Perkins, George W.	63
Persons, C. E.	260
Pesotta, Rose	64, 204, 403
Phillips, E. M.	108
Pidgeon, Mary Elizabeth	20
Pinchot, Cornelia Bryce	353
Potter, Frances Squire	109, 206

R

Reeder, Robert P.	263
Roberts, Peter	207
Robins, Margaret Dreier	158, 208, 265, 372, 373, 428
Robins, (Mrs.) Raymond	429
Robinson, Harriet J.	209
Rockefeller, Hope A.	210
Rosinos, Jean E.	454
Ryan, John A.	266

S

Schneider, Florence H.	374
Schneiderman	324, 405
Schreiner, Olive	22
Scott, Melinda	159, 430
Scribner, Grace	292
Sigman, Morris	110, 326
Smith, Ethel M.	24, 267
Smith, Hilda W.	375, 376, 377

Name	Item Number
Spaeth, Louise M.	431
Steghagen, Emma	327
Steinfeld, Margaret	252
Stephens, Kate	268
Stevens, George A.	160
Stewart, Ethelburt	65
Stewart, Jane A.	432
Stokes, Rose H.	211
Sullivan, Olive M.	161, 433
Sumner, Helen L.	25, 212
Swartz, Nelle	269
T	
Taber, Esther	177
Tarbell, Ida M.	331
Taussig, F. W.	270
Teller, Charlotte	111
Thompson, D.	271
Thompson, F. M.	49
Thorne, Florence C.	50, 51
Toph, Olla Perkins	26
Trax, Lola Carson	213
Trouland, Belle A.	112
Troxell, John P.	378
Tumbler, Bee	272
V	
Valesh, Eva McDonald	179, 228
VanKleeck, Mary	31, 32, 52, 67, 68, 114, 229
VanVorst, Bessie	230
VanVorst, Marie	230
W	
Waggaman, Mary T.	437
Wald, Lillian D.	162
Walling, William E.	163
Walsh, Frank P.	53
Ward, Edward J.	380
Ware, Norman J.	180
Webb, S.	279
Wells, E. L.	231
White, Mary Ogden	406
Willett, Mabel H.	69
Winslow, Mary N.	361
Witte, E. E.	362
Wolfe, F. E.	119
Wolfson, Theresa	164, 165, 280
Wolman, Leo	115, 166
Woodbridge, Alice L.	169
Y	
Yudelsohn, Sophie	170, 233